

Winnipeg, Man., January 22, 1920.

To the Members of Northern Light Lodge,
No. 127, B. of L.F. & E.

At the last regular meeting of the Lodge a proposal was submitted and unanimously adopted, to the effect that subject to the approval of a majority of the members by a referendum vote, the following plan for the regulation of mileage on main line passenger runs during the slack business period be put into effect as early as possible:

Swing jobs to be established as follows—

Between trains 2 and 1, 4 and 3, Kenora Subdivision; between trains 3 and 2, 1 and 4, Portage Subdivision; and between trains 61 and 62, Portage Subdivision, and 51 and 106, Minnedosa Subdivision.

The regular men on each of these combination of runs will lay off every fifth trip, and swing man will work on each of the four runs every fifth trip. This will permit of swing man relieving the regular men alternately in regular order.

Also that the provisions of the Chicago Agreement regarding the regulation of mileage in passenger and freight service be rigidly enforced.

Are you in favor of the above proposition?

Place cross in space indicated.

YES	
NO	

A proposal was also adopted that, subject to the approval of a majority of the members, during the slack business period all firemen in yard service shall not exceed six days' work per week.

Are you in favor of this proposition?

YES	
NO	

All Ballots to be returned to me on or before January 31st, 1920.

.....
Sign your name here.

F. ELLIOTT,
Recording Secretary.

Boughton & Ryckman. Deduce & deduce
Brammer & Brains

What Authority did
you get. & where did you
get it from. To spread
this Ballot.

Where did you get the Authority.
from. the spread. the Ballot.
from you. Examination of Officers.

If Officers are not entitled to vote
or Defendants. why should.

Now Pick.

Now to Rec.

Now Boughton

to entitled to vote.

STATEMENT OF FINANCIAL SECRETARY

Northern Light Lodge No. 127

Month of

To the General Secretary and Treasurer,
Brotherhood of Locomotive Firemen and Enginemen:

Dear Sir and Brother:—I remit herewith the amount collected from members
whose names appear inside of this statement:

F. H. Hutchison

Financial Secretary

Beneficiary Fund	To Be Filled Out By Financial Secretary		
<u>84</u> Class A and <u> </u> Double	\$ <u>138</u>	<u>60</u>	Totals
<u>54</u> Class B and <u>2</u> Double	<u>61</u>	<u>60</u>	
<u>4</u> Class C and <u> </u> Double	<u>2</u>	<u>20</u>	
<u>8</u> Class D and <u> </u> Double	<u>17</u>	<u>60</u>	
<u>10</u> Class E and <u> </u> Double	<u>33</u>	<u>00</u>	
<u>1</u> Class F and <u> </u> Double	<u>2</u>	<u>75</u>	
<u> </u> Class G and <u> </u> Double			
<u>1</u> Class H and <u> </u> Double	<u>4</u>	<u>40</u>	
<u>2</u> Class I and <u> </u> Double	<u>9</u>	<u>90</u>	
<u> </u> Back Benef'c'y Asst's.	\$		\$ <u>270</u> <u>05</u>
<u>6</u> Funeral Benefit Fund			
<u> </u> Back Fun. Ben. Asst's.			\$ <u>2</u> <u>10</u>
<u>170</u> General Fund	\$ <u>42</u>	<u>50</u>	
<u>2</u> Certificates at 25c each		<u>50</u>	
<u> </u> Back Gen. Fund Asst's.			\$ <u>43</u> <u>00</u>
<u>170</u> Protective Fund	\$ <u>85</u>	<u>00</u>	
<u> </u> Back Pro. Fund Asst's.			\$ <u>85</u> <u>00</u>
<u>170</u> Consumptive Fund	\$ <u>17</u>	<u>00</u>	
<u> </u> Back Con. Fund Asst's.			\$ <u>17</u> <u>00</u>
<u>170</u> Legislative Fund	\$ <u>42</u>	<u>50</u>	
<u> </u> Back Leg. Fund Asst's.			\$ <u>42</u> <u>50</u>
<u> </u> G. G. C. Asst's			
<u>146</u> <u>CP</u> System	\$		
<u> </u> Back G. G. C. Asst's.	\$		\$ <u>73</u> <u>00</u>
<u> </u> System			
<u> </u> Back G. G. C. Asst's.	\$		\$
<u> </u> System			
<u> </u> Back G. G. C. Asst's.	\$		\$
Special	\$		
Back Special			\$
Special	\$		
Back Special			\$
Special	\$		
Back Special			\$
Total amount to be applied			\$ <u>532</u> <u>65</u>
Overpaid on previous Statement			\$
Amount herewith enclosed			\$ <u>532</u> <u>65</u>

Statement Mailed

BROTHERHOOD OF LOCOMOTIVE
FIREMEN AND ENGINEERS

Credited by

Official Receipt

Duplicate Returned

Corrections by G. S. & T.

Date

Amount

DEC 18 1924

532.65

Draft or Cer. Check

Express Order

P. O. Order

Cash

RECEIVED

Remittance as shown above.
There has been credited to the
several different funds the
amount shown by red figures
in column headed "Correc-
tions by G. S. & T."

A. H. Hawley
General Secretary and Treasurer

Date Received
by G. S. & T.

Received on this
statement.....

\$ 532.65

Overpaid on pre-
vious statement.....Total.....
Total amount
applied.....

\$ 532.65

Balance due Lodge

Totals

\$ 270.05

\$ 2.10

\$ 43.00

\$ 85.00

\$ 17.00

\$ 42.50

\$ 73.00

\$ 532.65

Call for Back Assessments

To the Financial Secretary:

You made application for readmission and members were readmitted as per notice of readmission recently forwarded to you. All members for whom we are calling for one (1) back assessment are indicated by a red circle around the letter representing the class of certificate they carry. When there are two back assessments due, it will be indicated by a red line drawn in a slanting direction through the letter representing the class of certificate carried. When more than one back assessment is due for one or more members, the additional will be indicated as doubles.

Red **O** Indicates One Back Assessment. Red / Indicates two or more Back Assessments.

				REMARKS
Beneficiary				
Class A and Double	\$		\$	
Class B and Double				
Class C and Double				
Class D and Double				
Class E and Double				
Class F and Double				
Class G and Double				
Class H and Double				
Class I and Double				
F. B. Fund and Double				
Gen. Fund and Double				
Pro. Fund and Double				
Cons. Fund and Double				
Leg. Fund and Double				
General Grievance Committee				
System				
Members and Double				
System				
Members and Double				
System				
Members and Double				
Special and Double				
Special and Double				
Total	\$			

30
23
28
53

132
1

NORTHERN LIGHT LODGE NO. 127

RAIL-ROAD	NAMES OF MEMBERS	No. B. C. and Class	RAIL-ROAD	NAMES OF MEMBERS	No. B. C. and Class	RAIL-ROAD	NAMES OF MEMBERS	No. B. C. and Class
CanP	✓ Adams, J. G.....	161,196 A	CanP	✓ Jones, George	193,641 A	CanP	✓ Scott, John	135,328 A
CanP	✓ Allen, Hugh H.....	310,773 A	CanP	✓ Kneller, Wm. C.	89,007 A	X	✓ Simmons, H. O.	107,345 A
CanP	✓ Allen, Wm.	184,970 A	CanP	✓ Knipe, John	312,444 A	CanP	✓ Sinclair, Wm.	325,998 A
CanP	✓ Austin, W. T.....	118,951 A	CanP	✓ Lamb, Geo. A.	95,733 A	CanP	✓ Smyth, Henry J.	Z-5,947 A
CanP	✓ Barton, Arthur B.....	314,417 A	CanP	✓ Laventure, Louis J.....	180,252 A	CanP	✓ Sneesby, Joseph	254,671 A
CanP	✓ Bedard, Harry C. G....	167,704 A	CanP	✓ Lawrence, Arthur	350,125 A	CanP	✓ Spooner, Geo. L.	196,788 A
CanP	✓ Berg, H.	113,460 A	CanP	✓ Lennox, Jos.	179,197 A	CanP	✓ Stocking, Albin C.	48,590 A
CanP	✓ Boughton, Albert	183,850 A	CanP	✓ Lincoln, Wm.....	87,330 A	CanP	✓ Sykes, Geo. W.	208,025 A
CanP	✓ Brennan, Chas. J.....	104,474 A	CanP	✓ Livingstone, Jas. K....	115,736 A	X	✓ Trites, Cecil H.....	157,217 A
CanP	✓ Brown, Jas.	178,812 A	CanP	✓ Lower, Edward J.....	208,356 A	CanP	✓ Valley, Myron F.	47,784 A
CanP	✓ Bryant, James	298,777 A	CanP	✓ McBain, James I.....	207,226 A	X	✓ Watson, Wm. H.	188,942 A
CanP	✓ Cathcart, Henry E.....	46,935 A	CanP	✓ McKee, A. W.	33,204 A	CanP	✓ Webber, Sydney E.	237,637 A
CanP	✓ Craig, James	88,182 A	CanP	✓ McLean, Cleveland B..	264,709 A	CanP	✓ Wilson, Wm. W.	204,157 A
CanP	✓ Cox, Wm.	198,075 A	CanP	✓ Millard, Geo. O.....	308,107 A	CanP	✓ Wright, Jas.	156,492 A
CanP	✓ Creamer, Gordon W....	127,966 A	CanP	✓ Mitchell, John	218,071 A	X	✓ Wright, Murray	135,327 A
CanP	✓ Dayes, Frank	155,717 A	CanP	✓ Morrow, Wm. H.....	215,708 A	CanP	✓ Yardy, Wm. J.....	315,715 A
CanP	✓ Dennis, Thos. W.....	46,469 A	CanP	✓ Mundell, Benj.	177,449 A	CanP	✓ Anderson, Francis	183,520 B
X	✓ Dobson, Douglas T.....	170,123 A	X	✓ Murrell, Fred'k J.	158,480 A	CanP	✓ Arrowsmith, Henry	283,387 B
CanP	✓ Donovan, Frank D.....	72,795 A	CanP	✓ Myers, Richard D.....	320,313 A	CanP	✓ Black, Archie	311,683 B
CanP	✓ Dougherty, Geo. W.	255,339 A	CanP	✓ O'Donnell, Frank P....	310,772 A	CanP	✓ Bowyer, Wm.	230,624 B
CanP	✓ Fetterley, Walter	326,006 A	CanP	✓ Palan, Albert L.	213,014 A	CanP	✓ Brady, James	315,097 B
CanP	✓ Fontaine, J. A.....	50,442 A	CanP	✓ Parris, Richard J.....	244,569 A	CanP	✓ Brown, Wm. H.....	303,445 B
CanP	✓ Fox, Arthur C.....	330,350 A	CanP	✓ Peirce, Fred'k C.....	127,964 A	CanP	✓ Burgess, James	245,552 B
CanP	✓ Gavin, Richard	196,808 A	CanP	✓ Poulter, John D.	34,586 A	CanP	✓ Cornthwaite, T.	Z 12,304 B
CanP	✓ Gillies, W. J.....	150,035 A	X	✓ Prentice, David	176,467 A	CanP	✓ Carruthers, Fred'k J. ...	252,446 B
X	✓ Gillis, Samuel	121,010 A	CanP	✓ Price, Lionel E.	228,136 A	CanP	✓ Carson, H. J.....	349,376 B
CanP	✓ Grasby, Jas. W.	31,649 A	CanP	✓ Quickenden, Fred'k J...	322,262 A	CanP	✓ Chapman, Arthur	171,277 B
CanP	✓ Gregg, Andrew	50,638 A	X	✓ Read, John W.	46,300 A	CanP	✓ Conder, John O.	182,429 B
CanP	✓ Hocken, Harry H.....	252,640 A	CanP	✓ Reid, Chas.	143,703 A	CanP	✓ Copsey, Ernest R.	210,937 B
X	✓ Hogan, John	259,912 A	X	✓ Reilly, D. B.	26,988 A	CanP	✓ Cox, Bert	95,744 B
CanP	✓ Holdgate, Samuel E....	22,688 A	CanP	✓ Ridd, Edwin	50,647 A	CanP	✓ Davics, Lew	86,432 B
CanP	✓ Hughson, John	124,741 A	X	✓ Robinson, Harold	311,629 A	CanP	✓ Elliott, Fred'k	Z-2,806 B
CanP	✓ Hutchison, R.....	261,586 A	X	✓ Roberts, Robert J.....	300,030 A	CanP	✓ Esselmont, Wm.	180,777 B
CanP	✓ Hygaard, John	313,164 A	CanP	✓ Russell, Geo. D.....	340,355 A	X	✓ Fleming, James M.....	317,703 B
CanP	✓ Johnson, William	114,518 A	X	✓ Sawyer, Edw. M.	142,982 A	CanP	✓ Gander, Ernest J.	117,054 B

RAIL-ROAD	NAMES OF MEMBERS	No. B. C. and Class	RAIL-ROAD	NAMES OF MEMBERS	No. B. C. and Class	RAIL-ROAD	NAMES OF MEMBERS	No. B. C. and Class
CanP	✓ Harvey, Wm. J.	127,107 B	CanP	✓ Russell, James	321,290 C	CanP	Missler, Joseph J.	352,456 A
CanP	✓ Hayes, Earl P.	178,516 B	CanP	✓ Sutherland, Alex. G.	305,400 C	CanP	✓ Smith, Norman	194,978 A
CanP	✓ Johnson, John	321,310 B	X	✓ Walmsley, Robertson.	13,152 C			
CanP	✓ Johnston, James	72,413 B	CanP	✓ Bennett, Wm. C.	271,182 D			
CanP	✓ Keatten, Michael	323,653 B	CanP	✓ Burns, Albert M.	47,164 D			
CanP	✓ Kelly, Archibald	95,745 B	CanP	✓ Cameron, Harry M.	183,519 D			
CanP	✓ Kuppers, E. R.	273,295 B	X	✓ Coulson, Leonard	269,412 D			
CanP	✓ Kunderman, Geo.	300,032 B	X	✓ Ellis, David	133,820 D			
X	✓ Lunn, Olivver J.	256,199 B	CanP	✓ Ryckman, John E.	325,361 D			
CanP	✓ McCutcheon, Hugh W.	184,968 B	CanP	✓ Stowell, Fred'k	170,061 D			
CanP	✓ McDennon, Thos.	301,669 B	CanP	✓ Walker, Alexander G.	297,882 D			
CanP	✓ McDonald, Donald	325,417 B	CanP	✓ Braine, Herbert S.	348,218 E			
CanP	✓ McDonald, Geo.	323,652 B	CanP	✓ Colpitts, Jones H.	311,321 E			
CanP	✓ McKechnie, Hugh T. L.	178,518 B	CanP	✓ Jones, J. A.	287,528 E			
CanP	✓ McKey, Christopher	117,055 B	CanP	✓ Lynds, Fred'k	180,808 E			
CanP	✓ Mitchell, Wm. J.	178,363 B	CanP	✓ Malenfaut, Joseph E.	271,588 E			
X	✓ Olson, Iver	217,965 B	CanP	✓ Robson, Wm.	240,550 E			
CanP	✓ Osborne, Arthur	185,888 B	CanP	✓ Routledge, Robt. W.	158,603 E			
CanP	✓ Paterson, John	160,070 B	CanP	✓ Sandison, Geo.	165,493 E			
CanP	✓ Price, Frederick D.	184,444 B	CanP	✓ Smith, Frank	109,499 E			
CanP	✓ Ptashnik, Michael	211,191 B	CanP	✓ Van Kleek, Percy	276,446 E			
CanP	✓ Richbell, Edwin	322,448 B	CanP	✓ Allen, Geo.	301,557 F			
CanP	✓ Robinson, Robt.	158,034 B	CanP	✓ Brady, Melville	297,881 H			
CanP	✓ Shaw, Geo.	178,520 E	CanP	✓ Nicks, Frank W.	337,065 I			
CanP	✓ Smith, Douglas C.	287,913 B	CanP	✓ Reece, Ernest E.	311,322 I			
CanP	✓ Thatcher, Alfred C.	174,385 B	CanP	✓ Brooks, Ernest	492 NB			
CanP	✓ Trower, Wm.	175,515 B	CanP	✓ Gaff, Robert J.	2,420 NB			
CanP	✓ Veitch, Alexander	188,941 B	CanP	✓ Grimshaw, Jacob	1,065 NB			
CanP	✓ Veitch, Wm.	188,940 B	X	✓ Morefield, Geo. W.	513 NB			
CanP	✓ Vincent, Arthur J.	210,285 B	CanP	✓ Neil, James	4,481 NB			
CanP	✓ Wise, Albert E.	195,480 B	CanP	✓ Sloan, Edward J.	6,771 NB			
CanP	✓ Wray, David	136,051 B	CanP	✓ Figsby, W. H.	2,252 Hon			
CanP	✓ Constable, Lorange	203,241 C	CanP	✓ Ribeneck, Alexander ...	351,637 B			
CanP	✓ McLeod, James	344,177 C	CanP	✓ Meaneg, James	351,638 B			
CanP	✓ Overmoer, Adolph L.	51,398 C	CanP	✓ Weib, Daniel	352,455 A			

RAIL-ROAD	NAMES OF MEMBERS	No. B. C. and Class	RAIL-ROAD	NAMES OF MEMBERS	No. B. C. and Class	RAIL-ROAD	NAMES OF MEMBERS	No. B. C. and Class
	Mount J. J. - A							
	C. P. Lancaster - A							
	Lab. Dyer A A - - A							
	11 - Goohey John - B 22 - ✓							
	11 - Chimila Wm - B 220 ✓							
	Hilton E. E.							
	Bryson S.							
	Diebunsky A.							
	M ^r Donald G.							

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Report of Expulsions and Final Withdrawal Cards

To the General Secretary and Treasurer:

You are hereby notified that those whose names appear below under head of EXPULSIONS failed to pay the amount due on or before the first day and were expelled for non-payment of assessments on the second day of the month, for which this statement and accompanying remittance is made. Those whose names appear under head of FINAL CARDS were granted final withdrawal cards effective on date given.

EXPULSIONS

[illegible]

Financial Secretary

Instructions

Accompanying these statements is a bill showing the number of members liable for all assessments. It shows the number carrying each class of certificate and the amount due for each class. Included in Funeral Benefit fund are both Honorary and Non-Beneficiary members. It shows the total number of members of the lodge in front of the words "General Fund" and you will be required to remit for this number for the General, Protective and Consumptive funds. The bill will show state and amount whenever there is a Legislative assessment and you will also be required to remit for this same number for said Legislative assessments as you do for General Protective and Consumption. The above applies unless you report some expulsions or withdrawals. If you do report expulsions or withdrawals you will deduct the total number of those expelled or withdrawn from the total membership and remit for the remainder.

It must be understood that you are required to remit General, Protective, Consumptive, G. G. C. and Legislative, if any, for every member whose name appears on the statement, except that you will not remit G. G. C. assessments for those not liable therefor.

A member admitted in any one month is liable for all assessments due on or before the first day of the following month. If application for beneficiary certificate is not approved until the month following his admission, he is not liable for double beneficiary assessments; he is liable, however, for all other assessments. Many times a member is admitted during the closing days of the month; his application does not reach the Grand Lodge and his name does not appear on the rolls until the following month but his name does appear on the rolls of the local lodge. The fact that his name appears on the rolls of the local lodge or that he has been obligated makes it necessary for you to collect all assessments (except "General Fund"), that are due on or before the first day of the month following his initiation or obligation. **HIS FIRST MONTH'S GENERAL FUND ASSESSMENT COMES OUT OF THE APPLICATION FEE.** When cases of this kind occur we will call for back assessments due from such members on statements for the month following the one when the name is placed on the Grand Register.

We are calling for G. G. C. assessments for all members who are liable therefor according to the Grand Lodge records.

Any names that appear on this statement and who are no longer members at the time the statement is prepared will have a red line drawn through their names. A member who is not liable for G. G. C. assessments but is liable for all other assessments will appear on the statement but a red line will be drawn through the initials of the railroad in front of his name.

We will appreciate if it you will use any color of ink or pencil that you desire except RED, as we wish to use that color in preparing statements before they leave the Grand Lodge office; in making our records and any necessary corrections after they are returned to the Grand Lodge.

CALL FOR BACK ASSESSMENTS

In calling for back assessments you will find we call for the number of members as shown by the report of readmissions sent you. In case there are any additional back assessments they will be called for the same as others but explanations will be made in the column headed "Remarks," showing the reason for such additional assessments.

IMPORTANT

WHEN A MEMBER IS EXPELLED IN THE SECOND DAY OF ONE MONTH AND APPLICATION FOR HIS READMISSION IS NOT RECEIVED AT THE GRAND LODGE IN TIME TO READMIT HIM BEFORE THE SECOND DAY OF THE FOLLOWING MONTH, HIS NAME WILL BE CROSSED OFF IN RED. BACK ASSESSMENTS WILL BE CALLED FOR THE FOLLOWING MONTH FOR THE AMOUNT DUE FOR TWO MONTHS. IF HIS ASSESSMENTS ARE NOT PAID FOR THE MONTH IN WHICH HIS READMISSION TAKES PLACE THE FINANCIAL SECRETARY MUST MAKE REPORT OF HIS EXPULSION THE SAME AS HE WOULD IF READMISSION WAS MADE IN THE MONTH FOR WHICH THE ORIGINAL EXPULSION TOOK PLACE AND THERE WAS NO RED LINE DRAWN THROUGH HIS NAME.

When starting to complete a statement you should first write the names, in the space provided for that purpose, of all those members who have been expelled for non-payment of assessments for the month in which statement is prepared. You should also

insert the names of those who have been granted final withdrawal cards during the preceding month.

You should then draw a black line through the names on the inside of the statement, of those members expelled or withdrawn, being sure to have the line through the name of the railroad in front of the name.

If there are any members who have ceased to be liable for G. G. C. assessments but who are liable for other assessments, you should draw a black line through the initials of the railroad in front of this member's name, being careful not to get the line through the name of member. No other record of a member not being liable for G. G. C. assessments will be necessary.

If a member has been out of railroad service and therefore not liable for G. G. C. assessments, but again enters railroad service and becomes liable for G. G. C. assessments, you should erase the red line that is drawn through the initials of the railroad in front of his name and remit for him the same as you do for all other members liable for G. G. C. assessments. We will restore his name as liable for G. G. C. assessments and when sending out statements for the following month his name will appear amongst those liable.

When this is completed, you should then add up the number of members by classes and insert same on the front of the statement. The total of all classes of certificates, including Funeral Benefit, is the number you must remit General, Protective, Consumptive, and Legislative assessments, if any. You will then examine the statement and find if you are liable for any double beneficiary assessments. If so, insert on the front of statement, after which you can insert the amount for the several different classes, including the amount for General, Protective, Consumptive, and Legislative, if any. These amounts should be inserted in the column where the dotted line appears.

You can then add up the number liable for G. G. C. assessments and place the number and amount on the face of the statement. If you have more than one system represented in your lodge you will make separate entries on the face of the statement for each system.

Having completed this part of the front of the statement, you will look on the inside under the heading "Call for Back Assessments." You will examine this call and at the same time refer to your notices for readmission to see if they compare with your records. You will also refer to our calls for back DOUBLE assessments. You should examine the statement and whenever you find a red line drawn through a letter representing the class of certificate carried by a member, you will find that we are calling for more than one back assessment for that member. You will also understand that if we are calling for more than two back assessments for any one member, it will be indicated same as above but explanation will be made under the head of "Remarks." If you find the back assessment called for compares with your records you will insert the amount called for in the space provided for that purpose on the front of the statement, carrying over the total amount of each fund to the second column of the statement, add up the total and statement will be completed.

In making remittances you will understand same must be made by Bank Draft, Postal or Express Money Order, or by Certified Check. Said Certified Check must be drawn on the bank account of the lodge and signed by the Financial Secretary. **REMITTANCES FOR SUPPLIES MUST BE MADE SEPARATE FROM AND NOT WITH THESE STATEMENTS.**

Article 11, Section 13, Paragraph (j) reads as follows:

"He shall make all remittances by express or postal money-order, by bank draft or by certified check drawn on the bank in which the funds of the lodge are deposited, when said check is drawn by the lodge and signed by the Financial Secretary. When remittances are made by money-order or bank draft, charges on same shall be paid from the funds of the lodge."

No receipt will be forwarded to you for these remittances but receipt will be on statement returned to you. You must retain duplicate statement to show amount remitted by you and amount placed to your credit on Grand Lodge books.

A red O around a letter representing the class of certificate carried by a member indicates a back assessment is due for said member.

A red / drawn through a letter representing the class of certificate indicates two or more back assessments are due from that member.



MONTHLY FINANCIAL REPORT
OF THE
General Secretary and Treasurer
Brotherhood of Locomotive
Firemen and Enginemen

No. 96

For the month ending December 31, 1914



Handwritten signature and date: 1/3/15

This report shows the amounts received and credited to Lodges account of the several different funds. Where no amounts appear indicates that returns were not received in time to check up statements or that returns were held for a report or an additional remittance.

RECEIPTS, DECEMBER, 1914

Lodge Number	Assessm'ts	Fund	Benefit	General	Protective	Assessm'ts	Benefeolent	Assessm'ts	Not Applied	Lodge Number	Assessm'ts	Fund	Benefit	General	Protective	Assessm'ts	Benefeolent	Assessm'ts	Not Applied	Lodge Number	Assessm'ts	Fund	Benefit	General	Protective	Assessm'ts	Benefeolent	Assessm'ts	Not Applied
1	457.05	1.75	66.75	26.70	...	2.00	57	379.50	4.75	88.75	35.50	...	113	204.60	50	32.50	13.00	...	236.65	169	297.70	2.75	37.00	13.80	...	...	...	...	...
2	191.95	1.25	35.00	14.00	...	3.45	58	170.50	3.25	53.25	21.10	...	114	65.45	2.00	23.75	4.80	...	...	...	170	164.45	...	...	...	...	...	...	...
3	564.85	1.75	89.75	35.70	...	...	59	307.45	3.25	53.25	21.10	...	115	176.00	2.00	23.75	4.80	...	...	...	171	188.00	...	...	...	...	...	...	...
4	322.85	1.50	61.25	24.50	...	...	60	426.80	2.25	70.75	30.30	...	116	158.95	.50	16.00	10.60	...	...	...	172	122.65	...	...	...	...	...	...	...
5	528.00	1.00	92.75	43.10	...	...	61	88.00	.50	16.25	6.50	...	117	105.60	...	16.00	6.40	...	...	...	173	189.75	...	...	...	...	...	...	...
6	224.40	4.50	40.50	16.20	...	...	62	123.20	...	18.50	9.40	...	118	36.85	...	8.50	3.40	...	...	...	174	550.20	...	...	...	...	...	...	...
7	242.00	2.00	39.25	15.70	...	...	63	243.10	...	11.75	16.50	...	119	32.00	.50	21.25	8.50	...	...	...	175	317.35	...	...	...	...	...	...	...
8	245.85	1.75	41.50	16.60	...	...	64	188.10	1.75	33.00	12.00	...	120	167.75	1.00	25.00	10.00	...	...	...	176	149.05	...	...	...	...	...	...	...
9	383.90	1.00	65.00	26.00	...	...	65	193.60	2.25	36.50	18.60	...	121	210.65	1.00	32.75	14.00	...	...	...	177	227.15	...	...	...	...	...	...	...
10	561.00	2.50	94.50	41.80	...	...	66	228.80	...	24.75	9.90	...	122	56.10	.50	10.50	6.20	...	...	...	178	121.00	...	...	...	...	...	...	...
11	261.25	1.50	39.25	15.70	...	...	67	73.15	...	16.25	6.00	...	123	226.05	1.00	40.75	24.30	...	...	...	179	206.25	...	...	...	...	...	...	...
12	247.50	2.50	25.00	12.00	...	...	68	86.35	.50	24.75	9.90	...	124	156.20	1.25	31.00	14.40	...	...	...	180	89.10	...	...	...	...	...	...	...
13	161.15	.50	44.25	19.50	...	...	69	86.35	.50	24.75	9.90	...	125	64.35	...	14.00	7.40	...	...	...	181	45.10	...	...	...	...	...	...	...
14	399.30	1.00	64.25	27.70	...	...	70	163.90	...	23.00	11.30	...	126	138.05	.25	26.00	10.20	...	...	...	182	468.60	...	...	...	...	...	...	...
15	194.70	1.75	38.75	29.50	...	...	71	801.95	1.00	46.75	18.70	...	127	211.45	8.25	43.00	17.20	...	...	...	183	231.55	...	...	...	...	...	...	...
16	100.95	1.25	64.75	27.70	...	...	72	295.00	1.50	47.75	21.50	...	128	63.25	...	12.00	4.80	...	...	...	184	94.60	...	...	...	...	...	...	...
17	405.05	...	20.75	10.50	...	...	73	215.60	1.50	29.00	15.50	...	129	203.50	.50	36.50	14.60	...	...	...	185	97.00	...	...	...	...	...	...	...
18	155.65	...	27.25	14.50	...	...	74	181.50	...	29.00	11.60	...	130	593.30	2.50	90.75	35.90	...	...	...	186	35.75	...	...	...	...	...	...	...
19	271.15	1.50	43.75	19.10	...	...	75	466.40	4.50	95.00	33.00	...	131	83.05	.25	18.00	9.30	...	...	...	187	106.65	...	...	...	...	...	...	...
20	40.70	2.50	6.50	3.60	...	...	76	73.15	2.25	17.25	6.30	...	132	83.05	.25	18.00	9.30	...	...	...	188	336.70	...	...	...	...	...	...	...
21	543.95	1.00	19.25	8.30	...	...	77	343.75	2.25	57.25	23.30	...	133	226.35	1.00	40.75	16.30	...	...	...	189	235.35	...	...	...	...	...	...	...
22	103.95	1.00	19.25	8.30	...	...	78	343.75	2.25	57.25	23.30	...	134	105.60	...	20.50	8.20	...	...	...	190	37.95	...	...	...	...	...	...	...
23	140.80	1.75	26.50	10.60	...	...	79	55.00	...	3.50	7.40	...	135	89.00	.75	16.00	8.40	...	...	...	191	265.10	...	...	...	...	...	...	...
24	348.50	2.25	60.75	24.10	...	...	80	251.35	2.00	52.50	26.80	...	136	84.70	...	19.00	7.60	...	...	...	192	554.65	...	...	...	...	...	...	...
25	278.85	.75	43.25	9.80	...	...	81	56.35	...	34.00	9.30	...	137	73.15	...	13.75	7.80	...	...	...	193	106.65	...	...	...	...	...	...	...
26	268.15	1.50	32.00	29.00	...	...	82	175.45	1.50	34.00	19.60	...	138	219.45	.75	34.50	17.80	...	...	...	194	233.20	...	...	...	...	...	...	...
27	227.15	...	40.75	16.80	...	...	83	558.05	1.00	51.25	22.30	...	139	256.35	2.75	40.25	16.10	...	...	...	195	97.35	...	...	...	...	...	...	...
28	122.15	...	34.75	13.90	...	...	84	196.35	.50	38.75	17.30	...	140	256.35	2.75	40.25	16.10	...	...	...	196	119.35	...	...	...	...	...	...	...
29	123.20	...	23.00	9.20	...	...	85	315.15	1.75	46.25	17.80	...	141	605.00	1.25	91.75	36.30	...	...	...	197	137.40	...	...	...	...	...	...	...
30	140.30	1.75	25.75	13.90	...	...	86	182.05	...	34.50	17.80	...	142	256.30	1.00	44.00	17.60	...	...	...	198	388.30	...	...	...	...	...	...	...
31	196.80	1.00	17.00	6.80	...	...	87	206.25	...	34.00	13.60	...	143	283.25	...	49.75	19.90	...	...	...	199	220.55	...	...	...	...	...	...	...
32	131.45	...	22.75	9.10	...	...	88	129.80	...	21.75	10.70	...	144	53.90	.25	12.00	6.80	...	...	...	200	105.60	...	...	...	...	...	...	...
33	103.30	...	33.75	9.50	...	...	89	146.85	1.00	30.50	16.20	...	145	224.95	.50	33.50	15.40	...	...	...	201	167.75	...	...	...	...	...	...	...
34	243.10	.75	41.75	16.70	...	...	90	86.35	...	17.50	7.00	...	146	224.95	.50	33.50	15.40	...	...	...	202	167.75	...	...	...	...	...	...	...
35	36.35	1.25	22.00	8.80	...	...	91	246.95	2.25	45.00	18.00	...	147	259.35	.50	37.50	15.00	...	...	...	203	283.25	...	...	...	...	...	...	...
36	100.60	...	26.25	12.30	...	...	92	140.80	1.00	24.25	9.70	...	148	152.35	.50	29.00	11.60	...	...	...	204	172.70	...	...	...	...	...	...	...
37	225.50	1.00	36.50	14.60	...	...	93	82.50	1.00	17.50	11.00	...	149	259.25	.25	41.25	16.50	...	...	...	205	65.45	...	...	...	...	...	...	...
38	84.70	1.75	18.75	7.50	...	...	94	223.80	2.00	37.25	14.90	...	150	259.25	.25	41.25	16.50	...	...	...	206	93.50	...	...	...	...	...	...	...
39	134.20	1.25	24.00	9.60	...	...	95	73.15	.25	15.00	6.00	...	151	128.70	...	25.25	12.10	...	...	...	207	342.65	...	...	...	...	...	...	...
40	308.00	...	50.75	20.80	...	...	96	106.15	...	18.25	7.30	...	152	234.30	1.25	34.50	13.80	...	...	...	208	118.25	...	...	...	...	...	...	...
41	64.90	...	15.50	3.80	...	...	97	370.15	1.50	59.25	23.70	...	153	109.45	...	20.00	8.00	...	...	...	209	102.30	...	...	...	...	...	...	...
42	41.25	.75	9.50	3.80	...	...	98	138.05	...	20.75	8.30	...	154	124.85	.25	23.25	9.30	...	...	...	210	102.30	...	...	...	...	...	...	...
43	211.20	...	39.75	5.00	...	...	99	376.20	3.00	59.00	23.40	...	155	62.15	...	9.75	3.90	...	...	...	211	221.10	...	...	...	...	...	...	...
44	313.50	2.25	53.50	31.40	...	...	100	300.85	1.50	41.75	18.80	...	156	282.15	2.75	44.00	17.60	...	...	...	212	184.80	...	...	...	...	...	...	...
45	524.70	2.00	73.00	29.20	...	...	101	309.10	.50	47.00	23.40	...	157	104.50	.75	19.25	9.70	...	...	...	213	216.70	...	...	...	...	...	...	...
46	28.60	...	5.50	2.20	...	...	102	124.30	.25	21.00	12.40	...	158	99.00	...	21.50	8.60	...	...	...	214	513.15	...	...	...	...	...	...	...
47	298.10	2.25	58.00	23.00	...	...	103	72.60	...	14.25	7.70	...	159	264.00	1.50	44.75	17.90	...	...	...	215	369.05	...	...	...	...	...	...	...
48	297.55	2.50	52.75	25.10	...	...	104	75.85	...	12.75	5.10	...	160	198.00	1.75	33.50	13.40	...	...	...	216	127.05	...	...	...	...	...	...	...
49	182.05	2.50	32.50	13.00	...	...	105	73.70	.25	16.00	8.40	...	161	85.80	.50	18.00	15.20	...	...	...	217	195.80	...	...	...	...	...	...	...
50	61.60	...	9.75	3.90	...	...	106	99.55	.25	16.00	8.40	...	162	372.35	1.00	99.00	29.60	...	...	...	218	163.90	...	...	...	...	...	...	...
51	183.70	1.00	31.00	12.80	...	...	107	823.95	.50	47.00	18.60	...	163	165.00	...	23.50	9.20	...	...	...	219	195.00	...	...	...	...	...	...	...
52	290.40	...	44.50	17.40	...	...	108	36.85	...	8.25	3.30	...	164	120.45	.25	18.25	7.30	...	...	...	220	567.05	...	...	...	...	...	...	...
53	152.90	2.25	56.75	8.80	109	180.40	.75	28.75	13.50	...	165	82.50	...	11.75	4.70	221	177.65
54	360.25	2.00	56.75	28.50	110	138.60	...	33.75	11.5																		

RECEIPTS, DECEMBER, 1914

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RECEIPTS, DECEMBER, 1914

Lodge Number	Beneficiary	Funeral Benefit	General Fund	Protective Assessm'ts	Benevolent Assessm'ts	Not Applied	Lodge Number	Beneficiary	Funeral Benefit	General Fund	Protective Assessm'ts	Benevolent Assessm'ts	Not Applied	Lodge Number	Beneficiary	Funeral Benefit	General Fund	Protective Assessm'ts	Benevolent Assessm'ts	Not Applied
449	201.30	1.50	30.00	14.00			505	44.55	.25	8.50	3.40			561	254.75	3.25	45.00	20.00		
450	92.40		17.50	7.00			506	124.85		22.00	12.80			562	285.45	1.50	44.00	19.00		
451	98.45	.50	17.50	7.00			507	265.10	.50	40.25	18.10			563	245.85	1.25	44.25	17.70		
452	124.85		21.25	12.50		10.85	508	370.70	1.00	61.00	24.40			564	234.85		39.00	15.00		
453	84.15	.50	12.75	13.10			509	90.20	.25	16.00	8.20			565	34.45		6.25	2.50		
454	122.65	.50	17.00	7.60			510	144.10	.75	25.75	10.30			566	501.55	1.25	32.75	13.10		
455	99.00		19.00	14.00		1.85	511	332.75	1.75	55.50	22.20			567	102.85		20.75	8.30		
456	177.65	.25	30.50	12.20			512	587.95	8.50	96.25	46.30			568	101.75		17.00	6.80		
457	210.10		28.00	11.20			513	73.15	1.00	15.25	7.50			569	210.10	1.75	36.75	14.70		
458	71.35	.25	11.50	4.60			514	96.25	.25	18.75	7.50			570	63.50	1.00	49.00	19.60		
459	75.35	.25	13.00	5.20			515							571	248.95	1.00	46.75	16.75		
460	74.80	.50	13.00	11.20			516	350.05	1.00	66.50	26.00			572	70.55	.25	13.25	5.30		
461	132.55	.25	24.50	9.80		2.00	517	101.75	.25	14.00	7.80			573	298.15	.50	40.25	20.10		
462	255.75	1.50	43.25	17.30			518	66.00		14.50	5.80			574	126.85		23.25	9.30		
463	190.30		28.75	11.50			519	264.00	.75	47.75	19.10			575	129.70		14.00	5.00		
464	101.20		20.25	8.10			520	61.05	.50	12.75	5.10			576	61.05	.50	10.75	4.30		
465	259.05	.50	40.00	16.00			521	231.55	.25	44.25	17.70			577	157.30		28.25	10.70		
466	141.90	.50	26.25	10.50			522	63.60		15.10	6.50			578	355.00	.50	54.75	23.00		
467	148.50	.25	19.75	7.90			523	92.55		8.25	3.70			579	74.95	.40	16.75	6.50		
468	97.90	.75	18.75	7.50		.05	524	47.85		9.55	3.60			580	107.35	.25	19.00	7.00		
469	111.10	.25	32.00	13.00			525	51.15	.75	9.00	3.60			581	87.35	.25	19.00	7.00		
470	223.85	1.00	34.25	13.70			526	130.50		23.00	8.00			582	92.40	.50	16.75	6.50		
471	25.80		5.00	2.00			527	190.50		23.00	8.00			583	32.40		10.75	4.30		
472	801.95	.25	50.25	20.10			528	169.40	1.25	28.30	13.40			584	32.40		10.75	4.30		
473	77.55	.25	14.75	5.00			529	169.40	1.00	16.00	6.40			585	92.40	.50	16.75	6.50		
474	133.65		24.00	13.50			530	55.55	.75	10.30	4.20			586	16.25	.50	12.50	5.00		
475	140.25	1.00	34.50	13.80			531	47.30		26.00	10.40			587	18.20	.50	10.00	4.00		
476	86.35	.75	15.25	6.10			532	144.10	.25	26.00	10.40			588	18.20	.50	10.00	4.00		
477	97.50		14.75	5.00			533	38.30		12.80	5.00			589	50.00	.25	8.50	3.40		
478	140.80	1.75	24.75	14.00		.55	534	257.95	1.25	45.75	18.30			590	106.70	1.00	17.25	6.90		
479	102.30	.25	21.50	9.50			535	166.65	1.50	28.25	11.30			591	245.85	1.25	37.75	16.90		
480	87.95		7.00	2.80			536	168.85	.80	27.25	10.90			592	188.85	1.50	24.75	21.90		
481	106.70	.50	20.75	10.30			537	101.75	.75	17.00	6.80			593	61.05	.75	14.50	5.80		
482	57.95	.25	11.50	4.40			538	143.00		26.25	10.50			594	125.55	1.50	22.00	8.40		
483	56.65	.25	18.50	7.40			539	211.75	1.25	40.75	16.30			595	44.55	.75	8.50	3.40		
484	121.00		18.50	7.40			540	328.35	2.75	56.00	28.40			596	27.50		4.25	1.70		
485	68.05	6.50	149.75	59.10			541	201.30	.25	36.00	16.20			597	235.55	1.50	49.00	23.00		
486	61.60		11.25	4.30			542	182.90	.25	26.00	10.40			598	171.00	1.75	29.00	15.50		
487	25.85		6.25	2.50			543	396.00	2.00	76.75	36.70			599	101.20	.25	21.25	10.50		
488	28.65		4.50	1.80		.60	544	106.70		15.75	6.30			600	207.35	.25	33.00	13.20		
489	118.80	1.00	21.25	10.30			545	130.35	1.00	22.50	9.00			601	261.80		39.00	15.00		
490	128.15		19.00	3.80			546	64.35		8.00	3.20			602	138.60	.50	23.00	9.00		
491	55.55		9.50	3.80			547	85.25	.75	15.25	6.10			603	87.45	.50	14.25	5.70		
492	246.40	1.25	40.25	16.10			548	74.25	.75	14.00	5.00			604	219.45	.50	37.75	14.90		
493	47.30		7.50	3.00			549	167.75	.50	29.00	11.20			605	83.60	.25	14.25	5.70		
494	111.10	.25	18.25	7.30			550							606	58.85		14.00	5.00		
495	39.05	.25	6.50	4.60			551	223.30	.50	29.75	15.90			607	127.90	.25	8.00	3.20		
496	82.50	.50	14.25	5.70			552	248.60	1.00	37.75	15.10			608	137.00	1.00	29.25	11.30		
497	134.75	1.75	28.25	15.30			553	94.05	2.25	16.75	8.70			609	61.05		9.25	3.70		
498	80.30		13.00	5.20			554	73.70	1.00	12.75	5.10			610	66.00		12.75	5.10		
499	140.25	.25	26.00	11.40			555	96.80	.25	16.25	6.50			611	72.05		10.25	4.90		
500	124.85	.25	18.75	7.50			556	58.30	.25	9.75	3.70			612	68.20		10.25	4.10		
501	288.20	1.50	50.00	20.20			557							613	17.60	1.00	3.75	1.50		
502	185.35	.25	27.00	12.60			558	142.45	.25	22.50	8.80			614	205.80		47.00	20.80		
503	94.60	.50	14.00	9.60			559	106.15	1.00	17.50	9.00			615	138.05	.25	24.00	9.60		
504	97.90		17.25	8.90			560	70.40		12.25	4.90			616	45.45	.75	10.50	4.20		

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RECEIPTS, DECEMBER, 1914

Lodge Number	Beneficiary	Assessm'ts	Funeral	Benefit	General Fund	Protective	Assessm'ts	Benefit	Assessm'ts	Not Applied	Lodge Number	Beneficiary	Assessm'ts	Funeral	Benefit	General Fund	Protective	Assessm'ts	Benefit	Assessm'ts	Not Applied	Lodge Number	Beneficiary	Assessm'ts	Funeral	Benefit	General Fund	Protective	Assessm'ts	Benefit	Assessm'ts	Not Applied									
573	684.75	1.00	102.80	41.00	17.75	7.10	5.90	7.10	5.90	109.70	716	107.25	75	17.75	7.10	5.90	7.10	5.90	109.70	716	107.25	75	17.75	7.10	5.90	7.10	5.90	109.70	716	107.25	75	17.75	7.10	5.90	7.10	5.90	109.70				
574	25.85	1.40	3.50	28.00	8.75	3.40	1.00	3.40	1.00	109.70	717	47.55	25	8.75	3.40	1.00	3.40	1.00	109.70	717	47.55	25	8.75	3.40	1.00	3.40	1.00	109.70	717	47.55	25	8.75	3.40	1.00	3.40	1.00	109.70				
575	281.05	.75	40.00	28.00	10.75	4.30	1.00	10.75	4.30	109.70	718	168.85	1.00	34.75	13.50	1.00	34.75	13.50	1.00	34.75	13.50	109.70	719	168.85	1.00	34.75	13.50	1.00	34.75	13.50	1.00	34.75	13.50	1.00	34.75	13.50	1.00	34.75	13.50	1.00	34.75
576	63.80	.25	10.75	4.30	8.75	2.30	1.00	8.75	2.30	109.70	720	50.60	.75	8.75	2.30	1.00	8.75	2.30	1.00	8.75	2.30	109.70	721	31.80	.50	16.00	6.40	8.00	3.20	1.00	8.00	3.20	1.00	8.00	3.20	1.00	8.00	3.20	1.00	8.00	
577	133.10	.25	22.25	8.90	5.75	2.30	1.00	5.75	2.30	109.70	721	31.80	.50	16.00	6.40	8.00	3.20	1.00	8.00	3.20	1.00	109.70	722	71.50	.50	16.00	6.40	8.00	3.20	1.00	8.00	3.20	1.00	8.00	3.20	1.00	8.00	3.20	1.00	8.00	
578	101.20	.50	18.00	7.20	5.75	2.30	1.00	5.75	2.30	109.70	722	71.50	.50	16.00	6.40	8.00	3.20	1.00	8.00	3.20	1.00	109.70	723	75.60	.75	16.00	6.40	8.00	3.20	1.00	8.00	3.20	1.00	8.00	3.20	1.00	8.00	3.20	1.00	8.00	
579	137.50	.50	23.75	11.30	7.50	3.00	1.00	7.50	3.00	109.70	723	75.60	.75	16.00	6.40	8.00	3.20	1.00	8.00	3.20	1.00	109.70	724	23.10	.25	12.50	5.00	6.00	2.40	1.00	6.00	2.40	1.00	6.00	2.40	1.00	6.00	2.40	1.00	6.00	
580	134.75	.50	20.25	10.10	7.50	3.00	1.00	7.50	3.00	109.70	724	23.10	.25	12.50	5.00	6.00	2.40	1.00	6.00	2.40	1.00	109.70	725	64.90	.75	12.50	5.00	6.00	2.40	1.00	6.00	2.40	1.00	6.00	2.40	1.00	6.00	2.40	1.00	6.00	
581	121.55	.75	14.50	5.80	8.81	3.00	1.00	8.81	3.00	109.70	725	64.90	.75	12.50	5.00	6.00	2.40	1.00	6.00	2.40	1.00	109.70	726	67.65	1.00	12.50	5.00	6.00	2.40	1.00	6.00	2.40	1.00	6.00	2.40	1.00	6.00	2.40	1.00	6.00	
582	88.00	1.25	26.50	5.20	8.81	3.00	1.00	8.81	3.00	109.70	726	67.65	1.00	12.50	5.00	6.00	2.40	1.00	6.00	2.40	1.00	109.70	727	45.10	1.00	22.00	8.80	7.20	2.80	1.00	7.20	2.80	1.00	7.20	2.80	1.00	7.20	2.80	1.00	7.20	
583	114.40	.75	28.00	11.20	8.81	3.00	1.00	8.81	3.00	109.70	727	45.10	1.00	22.00	8.80	7.20	2.80	1.00	7.20	2.80	1.00	109.70	728	121.00	1.00	22.00	8.80	7.20	2.80	1.00	7.20	2.80	1.00	7.20	2.80	1.00	7.20	2.80	1.00	7.20	
584	139.15	.50	10.75	4.30	8.81	3.00	1.00	8.81	3.00	109.70	728	121.00	1.00	22.00	8.80	7.20	2.80	1.00	7.20	2.80	1.00	109.70	729	26.95	.25	5.25	2.10	16.00	6.40	8.00	3.20	1.00	8.00	3.20	1.00	8.00	3.20	1.00	8.00		
585	210.10	.75	33.75	13.30	8.81	3.00	1.00	8.81	3.00	109.70	729	26.95	.25	5.25	2.10	16.00	6.40	8.00	3.20	1.00	8.00	109.70	730	113.55	1.00	17.50	6.80	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	
586	50.60	.50	8.50	3.40	8.81	3.00	1.00	8.81	3.00	109.70	730	113.55	1.00	17.50	6.80	7.80	3.00	1.00	7.80	3.00	1.00	109.70	731	77.55	1.00	14.00	5.60	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	
587	97.90	.50	15.50	6.20	8.81	3.00	1.00	8.81	3.00	109.70	731	77.55	1.00	14.00	5.60	7.80	3.00	1.00	7.80	3.00	1.00	109.70	732	68.75	.25	10.75	4.30	8.00	3.20	1.00	8.00	3.20	1.00	8.00	3.20	1.00	8.00	3.20	1.00	8.00	
588	81.40	.50	7.00	2.80	8.81	3.00	1.00	8.81	3.00	109.70	732	68.75	.25	10.75	4.30	8.00	3.20	1.00	7.80	3.00	1.00	109.70	733	140.50	.50	21.00	8.40	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	
589	46.20	.25	7.00	2.80	8.81	3.00	1.00	8.81	3.00	109.70	733	140.50	.50	21.00	8.40	7.80	3.00	1.00	7.80	3.00	1.00	109.70	734	86.35	.25	15.25	6.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	
590	107.25	.25	3.75	1.50	8.81	3.00	1.00	8.81	3.00	109.70	734	86.35	.25	15.25	6.00	7.80	3.00	1.00	7.80	3.00	1.00	109.70	735	45.75	.25	8.50	3.40	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	
591	36.85	.25	6.50	2.60	8.81	3.00	1.00	8.81	3.00	109.70	735	45.75	.25	8.50	3.40	7.80	3.00	1.00	7.80	3.00	1.00	109.70	736	23.45	.25	7.25	2.50	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	
592	53.35	.25	9.25	3.70	8.81	3.00	1.00	8.81	3.00	109.70	736	23.45	.25	7.25	2.50	7.80	3.00	1.00	7.80	3.00	1.00	109.70	737	23.45	.25	7.25	2.50	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	
593	13.20	.25	3.25	1.30	8.81	3.00	1.00	8.81	3.00	109.70	737	23.45	.25	7.25	2.50	7.80	3.00	1.00	7.80	3.00	1.00	109.70	738	52.25	.25	9.25	3.70	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	
594	70.95	1.00	11.50	4.60	8.81	3.00	1.00	8.81	3.00	109.70	738	52.25	.25	9.25	3.70	7.80	3.00	1.00	7.80	3.00	1.00	109.70	739	121.00	2.00	21.00	8.40	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	
595	63.80	.25	12.00	6.80	8.81	3.00	1.00	8.81	3.00	109.70	739	121.00	2.00	21.00	8.40	7.80	3.00	1.00	7.80	3.00	1.00	109.70	740	29.70	.25	4.75	1.90	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	
596	56.10	1.25	12.50	5.00	8.81	3.00	1.00	8.81	3.00	109.70	740	29.70	.25	4.75	1.90	7.80	3.00	1.00	7.80	3.00	1.00	109.70	741	61.05	.50	20.25	8.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	
597	64.90	.50	10.75	4.30	8.81	3.00	1.00	8.81	3.00	109.70	741	61.05	.50	20.25	8.00	7.80	3.00	1.00	7.80	3.00	1.00	109.70	742	29.70	.25	4.75	1.90	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	
598	132.90	.50	25.75	10.30	8.81	3.00	1.00	8.81	3.00	109.70	742	29.70	.25	4.75	1.90	7.80	3.00	1.00	7.80	3.00	1.00	109.70	743	61.05	.50	20.25	8.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	
599	127.60	.25	19.50	7.80	8.81	3.00	1.00	8.81	3.00	109.70	743	61.05	.50	20.25	8.00	7.80	3.00	1.00	7.80	3.00	1.00	109.70	744	61.05	.50	20.25	8.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	
600	55.55	.25	9.25	3.70	8.81	3.00	1.00	8.81	3.00	109.70	744	61.05	.50	20.25	8.00	7.80	3.00	1.00	7.80	3.00	1.00	109.70	745	70.95	.25	12.50	5.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	
601	217.80	.25	41.00	18.40	8.81	3.00	1.00	8.81	3.00	109.70	745	70.95	.25	12.50	5.00	7.80	3.00	1.00	7.80	3.00	1.00	109.70	746	20.90	.25	6.00	2.40	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	
602	76.45	.25	11.75	4.70	8.81	3.00	1.00	8.81	3.00	109.70	746	20.90	.25	6.00	2.40	7.80	3.00	1.00	7.80	3.00	1.00	109.70	747	108.50	.50	21.75	8.70	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	
603	50.05	1.00	19.50	7.80	8.81	3.00	1.00	8.81	3.00	109.70	747	108.50	.50	21.75	8.70	7.80	3.00	1.00	7.80	3.00	1.00	109.70	748	26.40	.25	4.50	1.80	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	
604	94.60	.25	28.75	11.50	8.81	3.00	1.00	8.81	3.00	109.70	748	26.40	.25	4.50	1.80	7.80	3.00	1.00	7.80	3.00	1.00	109.70	749	88.55	.25	13.75	5.50	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	3.00	1.00	7.80	
605	185.35																																								

Receipts and Disbursements of the Several Funds of the Brotherhood of Locomotive Firemen and Enginemen During the Month of December, 1914.

RECEIVING FUND.

Receipts.		Disbursements.	
Balance Dec. 1, 1914.....	\$ 2,709.10	Transferred to General Fund.....	\$ 21,902.50
Assessments, etc.	160,509.84	Transferred to Beneficiary Fund.....	129,097.30
Transferred from General Fund (overpaid General Fund Assessments).....	2.25	Transferred to Funeral Benefit Fund.....	561.00
Transferred from Beneficiary Fund (overpaid Beneficiary Assessments).....	15.40	Transferred to Protective Fund.....	9,590.00
Transferred from Protective Fund (overpaid Protective Assessments).....	.90	Transferred to Benevolent Fund.....	.....
		Balance, Dec. 31, 1914.....	2,086.69
	\$ 163,237.49		\$ 163,237.49

BENEFICIARY FUND.

Receipts.		Disbursements.	
Bal. Dec. 1, 1914—Bonds....	\$1,032,000.00	Transferred to Beneficiary Expense Fund...\$	5,163.89
Cash.....	1,234,723.60	Transferred to Beneficiary Reserve Fund...	7,745.84
Beneficiary Assessments (transferred from Receiving Fund).....	129,097.30	Paid in Beneficiary Claims.....	66,600.00
Unclaimed check returned.....	50.00	Transferred to Receiving Fund (overpaid Assessments)	15.40
Accrued Interest.....	1,393.06	Returned Assessments.....	47.45
Discount on Bonds.....	6,992.36	Premium on Bonds.....	3,477.78
Interest	20,421.87	Accrued Interest.....	6,472.07
		Bal. Dec. 31, 1914—Bonds...\$	1,436,500.00
		Cash....	898,655.76
	\$2,424,678.19		2,335,155.76
			\$2,424,678.19

GENERAL FUND.

Receipts.		Disbursements.	
Balance, Dec. 1, 1914.....	\$ 172,382.14	Expense of maintaining members in Brother- hood Home.....	\$\$
General Fund Assessments (transferred from Receiving Fund).....	21,902.50	Miscellaneous Expense of Grand Lodge....	4,465.35
Lodge Supplies, etc.....	949.10	Transferred to Magazine Department.....	7,500.00
Magazine Department.....	888.79	Premium on Scheduled Bond.....	.....
Charter Fees.....	50.00	Returned Assessments.....	.....
Refund Brotherhood Correspondence School	100.00	Transferred to Receiving Fund (overpaid Assessments)	2.25
Bond Premium.....	492.30	Balance, Dec. 31, 1914.....	188,161.06
Refund Delegate's Service.....	24.00		
Percentage for J. P. B. Collections.....	587.94		
Interest on J. P. B. Deposits.....	29.65		
Percentage for Legislative Board Collections	82.26		
Interest	2,639.98		
	\$ 200,128.66		\$ 200,128.66

FUNERAL BENEFIT FUND.

Receipts.		Disbursements.	
Funeral Benefit Assessments (transferred from Receiving Fund).....	\$ 561.00	Paid in Funeral Benefit Claims.....\$	875.00
Dec. 1, 1914, Overdrawn.....	1,460.06	Account overdrawn, Dec. 31, 1914.....	1,774.06
	\$ 899.06		\$ 899.06

BENEFICIARY EXPENSE FUND.

Receipts.		Disbursements.	
Balance, Dec. 1, 1914.....	\$ 13,906.75	Miscellaneous Expense of Beneficiary Dept..\$	6,209.18
Transferred from Beneficiary Fund.....	5,163.89	Balance, Dec. 31, 1914.....	12,945.80
Interest	84.34		
	\$ 19,154.98		\$ 19,154.98

BENEFICIARY RESERVE FUND.

Receipts.		Disbursements.	
Bal. Dec. 1, 1914—Bonds....	\$ 330,000.00	Premium on Bonds.....	\$\$
Cash.....	176,567.73	Accrued Interest.....	1,128.47
Transferred from Beneficiary Fund.....	7,745.84	Bal. Dec. 31, 1914—Bonds...\$	380,000.00
Accrued Interest.....	1,927.50	Cash....	138,389.13
Interest	3,276.53		518,389.13
	\$ 519,517.60		\$ 519,517.60

BENEFICIARY BUILDING. FUND.

Receipts.		Disbursements.	
Balance, Dec. 1, 1914.....	\$ 12,523.63	Miscellaneous Expense.....	\$ 1,736.49
Rentals, etc.	907.33	Balance, Dec. 31, 1914.....	11,789.48
Interest	95.01		
	<u>\$ 13,525.97</u>		<u>\$ 13,525.97</u>

PROTECTIVE FUND.

Receipts.		Disbursements.	
Balance, Dec. 1, 1914.....	551,964.45	Expense of Federated Board (Eastern)....	\$ 30.15
Protective Assessments (transferred from Receiving Fund).....	9,590.00	Expense of Federated Board (Western)....	8,500.49
Refund Expense Eastern Federated Board...	81.50	Strike Expense, Bangor & Aroostook Ry...	2,160.00
Refund Expense Western Federated Board...	8,639.95	Legal Defense of Members.....	200.00
Interest		C. S. & C. C. Strike Expense.....	125.00
		Returned Assessments.....	
		Miscellaneous Expense of Protective Dept..	4,620.17
		Transferred to Receiving Fund (overpaid Assessments .....	.90
		Balance, Dec. 31, 1914.....	554,639.19
	<u>\$ 570,275.90</u>		<u>\$ 570,275.90</u>

BENEVOLENT FUND.

Receipts.		Disbursements.	
Balance, Dec. 1, 1914.....	\$ 24,095.56	Paid in Benevolent Claims.....	\$ 740.00
Benevolent Assessments (transferred from Receiving Fund).....	182.21	Returned Assessments.....	1.93
Interest		Transferred to Receiving Fund (overpaid Assessments)	
	<u>\$ 24,277.77</u>	Balance, Dec. 31, 1914.....	23,535.84
			<u>\$ 24,277.77</u>

PETTY EXPENSE FUND. Deposited With Cashier.

Receipts.		Disbursements.	
Balance, Dec. 1, 1914.....	\$ 100.00	Balance, Dec. 31, 1914.....	\$ 100.00
	<u>\$ 100.00</u>		<u>\$ 100.00</u>

Assets of the B. of L. F. & E. at the close of business, December 31, 1914.

Receiving Fund (moneys not applied).....	\$ 2,086.69
Beneficiary Fund.....	2,335,155.76
General Fund.....	188,161.06
Beneficiary Expense Fund.....	12,945.80
Beneficiary Reserve Fund.....	518,389.13
Beneficiary Building Fund.....	11,789.48
Protective Fund.....	554,639.19
Benevolent Fund.....	23,535.84
Petty Expense Fund (deposited with cashier).....	100.00
	<u>\$3,646,802.95</u>
Funeral Benefit Fund.....(Overdrawn)	1,774.06
Total in all Funds.....	\$3,645,028.89
Value of Real Estate, Cleveland, Ohio.....	183,669.59
Value of Real Estate, Leach Home.....	2,000.00
Grand Total, December 31, 1914.....	<u>\$3,830,698.48</u>

Note—Amount of Bonds shown in Beneficiary and Beneficiary Reserve Funds is the face value of Bonds. The premium and accrued interest are shown as a disbursement.

YOURS FRATEERNALLY,



A. H. Hawley.

General Secretary and Treasurer

DIRECTORY

Brotherhood of Locomotive Firemen and Enginemen and the Ladies' Society, B. of L. F. and E.

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Number 87

August 1, 1922

Keep Your Address Correct

This Directory is corrected quarterly, as follows: January 10th, April 10th, July 10th, and October 10th of each year; therefore, all changes of address to appear in any of the issues must reach this office previous to those dates. All changes should be reported direct to A. H. Hawley, General Secretary and Treasurer, Cleveland, Ohio, as corrections will only be made through his office.

Changes of address for Magazine should be reported direct to JOHN F. McNAMEE, Editor and Manager, 2112 E. 46th Street, Cleveland, Ohio, or the Magazine Agent of the member's lodge to avoid missing any copies of the Brotherhood of Locomotive Firemen and Enginemen's Magazine and if such notice is not received by the Editor and Manager within 30 days, duplicate copies of missing numbers can not be supplied.

When a member requests a change of address in the Magazine mailing list, he should state: First, his former address and the number of his lodge; second, the name of every office he holds, whether in the local lodge or on any General Committee or Board.

The postal regulations forbid postmasters forwarding copies of the Magazine from one postoffice to another, unless sufficient postage is first sent to the forwarding postoffice by the party addressed, with which to prepay postage; therefore, it is useless to request a postmaster to forward your Magazines to you unless you send him postage for each Magazine to be forwarded.



Corrected to July 10, 1922

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Lucerne	904	Prince George	827	Monmouth	114	Parsons	24	St. Paul	450	Trenton	253
Neelson	884	Theriot	568	Mt. Carmel	536	Pittsburg	489	St. Paul	887	Union Hill	349
Penticton	891	Victoria	690	Murphysboro	470	Salina	872	St. Paul	887	New Mexico	
Prince George	827	Victoria	690	Pelham	835	Topeka	872	St. Paul	887	Albuquerque	467
Smithers	902	San Diego	386	Peoria	505	Uniontown	359	St. Paul	887	Albion	761
Vancouver	656	San Francisco	91	Rice	505	Wichita	369	St. Paul	887	Clavis	761
Victoria	690	San Luis Obispo	672	Rice	505	Wichita	369	St. Paul	887	E. Las Vegas	245
Manitoba		Sausalita	817	Rice	505	Wichita	369	St. Paul	887	Raton	295
Brandon	464	Stockton	794	Rice	505	Wichita	369	St. Paul	887	San Marcial	261
Brandon	798	Tracy	808	Rice	505	Wichita	369	St. Paul	887	Tucumcari	605
Dauphin	661	Colorado		Rice	505	Wichita	369	St. Paul	887	New York	
Manitowish	825	Alamosa	805	Rice	505	Wichita	369	St. Paul	887	Albany	230
Souris	789	Canon City	438	Rice	505	Wichita	369	St. Paul	887	Albany	699
Truscon	813	Colorado Springs	531	Rice	505	Wichita	369	St. Paul	887	Albany	708
Winnipeg	127	Denver	256	Rice	505	Wichita	369	St. Paul	887	Auburn	807
Winnipeg	597	Denver	273	Rice	505	Wichita	369	St. Paul	887	Binghamton	320
New Brunswick		Denver	540	Rice	505	Wichita	369	St. Paul	887	Binghamton	227
Campbellton	860	Durango	108	Rice	505	Wichita	369	St. Paul	887	Brooklyn	291
Edmundston	233	Durango	480	Rice	505	Wichita	369	St. Paul	887	Buffalo	12
Moncton	738	Grand Junction	475	Rice	505	Wichita	369	St. Paul	887	Buffalo	85
South Devon	757	Grand Junction	594	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
W. St. John	358	La Junta	323	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Woodstock	476	Mintun	323	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Nova Scotia		Pueblo	59	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Glace Bay	717	Pueblo	214	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Halifax	721	Salida	140	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Kentville	717	Sterling	725	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Stellarton	520	Tabernash	359	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Sydney	305	Trinidad	344	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Truro	737	Connecticut		Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Ontario		Danbury	493	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Allandale	442	Hartford	235	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Bellville	66	New Haven	285	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Bridgeburg	47	New London	608	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Brookville	69	Delaware		Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Capitol	591	Delmar	473	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Chapleau	321	Wilmington	231	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Cochrane	587	Wilmington	901	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Ft. William	225	Hornepayne	893	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Hamilton	151	Kenora	136	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Havelock	648	Lindsay	117	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Hornepayne	893	London	117	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Kenora	136	London	468	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Lindsay	117	New Toronto	756	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
London	117	Niagara Falls	487	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
London	468	North Bay	734	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
New Toronto	756	North Bay	734	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Niagara Falls	487	North Bay	734	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
North Bay	734	North Bay	734	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
North Bay	734	North Bay	734	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Ottawa	821	North Bay	734	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Ottawa	821	North Bay	734	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Palmerston	72	North Bay	734	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Port Arthur	593	North Bay	734	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Rainey River	750	North Bay	734	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Sarnia	221	North Bay	734	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Sault Ste. Marie	666	North Bay	734	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Schreiber	387	North Bay	734	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Sioux Lookout	308	North Bay	734	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
Smiths Falls	479	North Bay	734	Rice	505	Wichita	369	St. Paul	887	Buffalo	101
		North Bay	734	Rice	505	Wichita	369	St. Paul	887	Buffalo	101

- P M Ry... C G Ball, 837 Biddle av.
Ford City, Mich. G T Ry of Can... Ch
- 6 PRIOR OF THE WEST, St. Louis, Mo.**
Neumeyer's hall, 8th and Lafayette av.
1st and 3d Wednesdays, 8 p m.
A G Ziegler, 2211 Winchboro st... P
C G Bauer, 7605 Michigan av... RS
C J Nirk, 1838 Kennett pl... RS
W J Maddock, 3826 Michigan av... LR
M A Scoggin, Box 25, De Soto, Mo, M
P R R... C E Doty, Poplar Bluff,
Mo, B C R R... C W Price, 1500
S Broadway, M Ry (St L)... Ch
- 7 POTOMAC, Washington, O. C.** Washing-
ton hall, 3d st and Penna av, S E, 2d
Monday, 10 a m, 4th Monday, 8 p m.
H B Bowersox, 1424 F st, N E... P
H A Schultz, 122 Quincy pl, N E... RS
H A Schultz, 112 Quincy pl, N E... FS
F A Rick, 520 7th st N E, Pa
Co (E)... H B Bowersox, 1424 F
st, N E, W T Co... Ch
- 8 RIO RIVER, Oenison, Texas.** W O W
hall, 309 W Woodward st, Mondays, p m.
M G Cox, 1031 W Chestnut st... P
J D Jennings, 211 W Morton st... RS
J D Jennings, 211 W Morton st... FS
W H Winchester, 902 W Day st... LR
W H Winchester, 902 W Day st, M K
& T Ry... Ch
- 9 ABRAHAM LINCOLN, Columbus, Ohio.**
Red Men's hall, Mt Vernon and Monroe
av, 2d and 4th Wednesdays, 7:00 p m.
J F Pryor, 459 Wetmore av... RS
C F Pryor, 357 Leonard av... RS
C A Gilbert, 801 E 5th av... FS
B H Huffman, 985 Leonard st... LR
H C Hartman, 313 Johnson st, Pa
Co (W)... Ch
- 10 FOREST CITY, Cleveland, Ohio.**
Pythian Temple, 919 Huron rd, 1st and
2d Tuesdays, 8 p m.
E W Clark, 2206 E 71st st... P
Jas Tousey, 1918 E 6th st... RS
Jas Tousey, 1918 E 6th st... FS
W Mengerink, 6212 Carpenter st... LR
Wm Mengerink, 6212 Carpenter st, E R
R... H W Hitzman, 5908 Hough av,
B & O R R... F Lows, 4784 W
35th st, N Y C & St L R R... W P
Garrison, 9507 Dickens av, Pa Co
(W)... T Krankowski, 7002 Indiana
av, W & L E Ry... C A Lampert,
3239 W 90th st, R T Ry... A G
Hannan, Box 26, Marblehead, Ohio,
L & M R R... Ch
- 11 PHILLIPSBURG, Phillipsburg, N. J.**
Jr O U A M Hall, 88-90 S Main st,
2nd and 4th Sundays.
F A Shippe, 178 Hudson st... P
H G Wismer, 214 Hudson st... RS
C F Vanatta, 101 Lewis st... FS
F Vanatta, 101 Lewis st... LR
C D Ginder, 153 Bullman st, P Co (E)
H Nixon, 74 Glen av, C R R
N J... Ch
- 12 BUFFALO, Buffalo, N. Y.** Hesper hall,
13 1/2 E Swan st, 1st and 3d Tuesdays,
p m.
W J Kinney, 128 Northland av... P
G N Hofner, 56 Shenandoah rd... RS
J A Healy, 892 Elmwood av... FS
G N Hofner, 56 Shenandoah rd... LR
J A Healy, 892 Elmwood av, N Y C
R R (E)... W J Krans, 22 Payson
st, B C R R... Ch
- 13 COMMUNIPAW, Jersey City, N. J.**
Arananum hall, Clinton and Jackson av,
1st and 3d Fridays, 8:30 p m.
J C Ballinger, 78 W 34th st, Bayonne,
N J... P
F F Snyder, 175 Wilkinson av... RS
T V Moorehead, 117 Grant av... FS
C Ballinger, 78 W 34th st, Bayonne,
N J... LR
F Wheeler, 145 Grant av, C R R N J... Ch
- 14 EUREKA, Indianapolis, Ind.** Morrison
hall, 52 1/2 Monument pl, Thursdays, 7:30
p m.
Cland Smith, 1651 Ashland av... P
G P Kern, 122 Reid pl... RS
G P Kern, 122 Reid pl... FS
J F O'Brien, 1808 Prospect st, Pa Co
(W)... J Durham, 1728 Union st,
I U Ry... M E Strother, 2528 Belle-
fontaine st, C I & L Ry... M M
Lantz, Waveland, Ind, C I Ry... Ch
- 15 ST LAWRENCE, Montreal, Quebec, Can.**
St. Joseph hall, 1882 Notre Dame st, W,
1st Sunday, 2:30 p m, 3d Tuesday, 8
p m.
- G L Phillips, 131 Addington av... P
W V Cook, 70 Walnut st (St Henry)... RS
G L Phillips, 131 Addington av... FS
W K Kerr, 114 Agnes st (St Henry)... LR
K H Wheeler, 154 G & E Cartier Park,
St Henry, G T Ry of Can... Ch
- 16 VIGO, Terre Hauts, Ind.** Pythian Tem-
ple, 105 S 8th st, Tuesdays, 7:30 p m.
E W Haper, 1321 Maple av... P
F C Schmitt, 419 N 12th st... RS
F C Schmitt, 419 N 12th st... FS
F C Schmitt, 419 N 12th st... LR
E Adams, 350 Kent av, Pa Co (W)... Ch
- 17 PINE RIOGE, Chadron, Nsh.** Eagles' -
hall, 1st and 3d Mondays, 7:30 p m.
E Gillard, 592 Main st... P
V E Pederson, 327 King st... RS
V E Pederson, 327 King st... FS
F L Johnson, 410 King st... LR
G Corder, C & N W Ry... Ch
- 18 WEST ENO, Slater, Mo.** I O O F
hall, Main and Emma sts, Saturdays,
2:30 p m.
S B McWhirter, 234 E Maple st... P
A O Conrad, 519 N Porter st... RS
F Spencer, 127 W Emma st... FS
W E Henderson, 125 E Emma st... LR
W L Wright, 132 W Maple st, C & A
R R... Ch
- 19 TRUCKEE, Sparks, Nev.** B of L E
hall, 9th and Casts, Tuesdays, 2:30 p m.
J M Herstine, 408 10th st... P
J J Mayer... RS
J Cottrell, 521 13th st... FS
C P Devine, Imlay, Nev... LR
J S Cottrah, 521 13th st, S P (Pac
Sys)... J A Steen, Alturas, Cal.
N-C O Ry... E E Miner, Carson City,
Nev, V & T Ry... Ch
- 20 TERRELL, Terrell, Tex.** Old K of P
hall, 110 S Francis st, 2d and 4th Sun-
days, 2 p m.
P W Ashburn, Gen Del... P
R M McLeod, Box 395... RS
E R Andrews, 315 Greenwood av... FS
D A Mayhan, 725 E Nash av... LR
T T Powell, 301 E Asylum av, T M
R R... Ch
- 21 ST LOUIS, St. Louis, Mo.** West Hall,
Eagles' Home bldg, cor Jefferson and La-
fayette sts, 2d and 4th Wednesdays, 6:30
p m, 3d Wednesdays, 9 p m.
E G Scott, 3669 Roswell av... P
A Fults, 3028a St Vincent av... RS
T A Jones, 5333 Janet av... FS
W T Scully, 7343a South West av... LR
G E Conklin, 3919a McElhgan av, T R
R Assn, etc... Ch
- 22 CENTRAL, Urbana, Ill.** Carpenters'
hall, 116 S Race st, 2d and 4th Sun-
days, 2:30 p m.
J E Strong, 507 E Green st... P
E Long, 907 E Green st... RS
E Long, 907 E Green st... FS
C L Newcomer, 606 S Broad st... LR
O P Smith, 531 E 15th st, Indianap-
olis, Ind, C C C & St L Ry... Ch
- 23 COMBINATION, Sapulpa, Okla.** Payne
hall, 1st and 3d Wednesdays, 7:30 p m,
2d and 4th Wednesdays, 2:30 p m.
W F Boydston, 917 E Anderson... P
C Alexander, 20 1/2 S Park st... RS
C Alexander, 20 1/2 S Park st... FS
G G Lewers, 1023 E Hobson av... LR
J L Schneider, 1140 E McLeod av, St
L S F Ry... Ch
- 24 GREAT WESTERN, Parsons, Kas.** Stag
hall, Wilks' Theater bldg, 18th and Broad-
way, Wednesdays, p m.
L E Goodrich, 100 N 30th st... P
B D Tower, 2200 1/2 Main st... RS
B D Tower, 2200 1/2 Main st... FS
L E Goodrich, 100 N 30th st... LR
B D Tower, 2200 1/2 Main st, M K &
T Ry... Ch
- 25 CDNNECTING LINK, Boons, Iowa.** I
O O F hall, 8th and Allen sts, 1st and
3d Tuesdays.
E T Balne, Y M C A... P
C Brown, 406 Clinton... RS
R D Perry, 507 Jackson st... FS
G E Croxen, 7th and Jackson sts... LR
Walter Morgan, 1451 6th st, C & N W
R R... Ch
- 26 ALPHA, Baraboo, Wis.** K of C hall,
3d st, 2d Sunday, 2 p m, 4th Sunday,
9:30 a m.
J E Melter, 231 5th st... P
C H True, 217 2d st... RS
H K Dillenbeck, 632 2nd av... FS
E Cross, 520 Second st... LR
B A Mathews, 510 3rd st, C & N W
Ry... P N Hensgen, 320 N Wash-
ington av, Viroqua, Wis, L C & S
E Ry... Ch
- 27 HAWKEYE, Cedar Rapids, Iowa.** 419
S 3d st, E, on 2d floor, 2d Sunday,
9 a m, 4th Wednesday, 7 p m.
B F Johnson, 1527 E av... P
A H McKenzie, 622 B av... RS
E A Torrance, 714 N 2d st, W... FS
O McLaughlin, 1016 N 13th st, E, C R
O McLaughlin, 1016 N 13th st, E, C R
I & P Ry... I L Dowden, 1040 S
10th st, W, C R & I C Ry Co... Ch
- 28 ELKHORN, North Platte, Neb.** K P
hall, Dewey st, every Friday from April
1 to October 8 p m, and from October
to April, 7:30 p m.
W D Jones... P
R A Lincoln, 809 W 12th st... RS
R A Lincoln, 609 W 12th st... FS
J P Roberts, 514 W Front st... LR
M Brown, 1120 N Locust st, U P R R... Ch
- 29 CERRO GORDO, Mason City, Iowa.** B
of L F and E hall, 1st and 3d Sundays,
2:30 p m.
S E Allen, 534 9th st S E... P
J F Roderick, 244 7th st, S E... RS
J F Roderick, 244 7th st, S E... FS
A Meurs, Flat 3, 1626 S Penn av... LR
Geo Wendt, 404 8th st, S E, C M &
St P Ry... Ch
- 30 CEDAR VALLEY, Waterloo, Iowa.** En-
gineer's hall, E 4th st, 1st Tuesday and
3d Wednesday, 2:30 p m.
J A Brooks, 922 Logan av... P
T L Tollefson, 327 Clay st... RS
T L Tollefson, 327 Clay st... FS
T L Tollefson, 327 Clay st... LR
H P Hansen, R R 4, Box 11, J C H
R... Ch
- 31 R R CENTER, Atchison, Kas.** Fire-
man's hall, 1515 Main st, 2d Thursday,
2:30 p m; 4th Thursday, 7:30 p m.
B S Cummings, 1413 Julia st... P
H W Shortt, 1418 Atchison st... RS
H H Bell, 926 Parallel st... FS
V Larsen, 309 N 12th st... LR
R H Bump, 1612 Atchison st, M P
R R... Ch
- 32 BORDER, Ellis, Kas.** A O U W hall,
Saturdays, 2 p m.
N R Issitt... P
E E Muhlmheim... RS
W E Caskey... FS
E E Muhlmheim... LR
S R Cole, U P R R... Ch
- 33 SUCCESS, Trenton, Mo.** B of L F
and E hall, 402 Water st, Thursdays,
2:30 p m.
L E King, 507 E 18th st... P
W J McDonald, 810 Custer... RS
W J McDonald, 810 Custer... FS
C W Ellis, 1108 Timman av... LR
C W Ellis (Act), 1108 Timman av, C R
I & P Ry... Ch
- 34 CLINTON, Clinton, Iowa.** I O O F
hall, 8th av and 4th st, 1st and 3d
Wednesdays.
W A Striley, 627 Camanche av... P
T L Barhite, 294 Howes st... RS
Earl R Craft, 910 Summit av... FS
J B White, 724 6th av... LR
E E Root, 653 11th av, C & N W Ry... Ch
- 35 ENERGETIC, Jamestown, N. D.** White
& Henderson hall, 102 1/2 5th av, S, 1st
and 3d Sundays, 2:30 p m.
P Drew, Box 83... P
T W Fields... RS
B E Clark, 230 8th av, S... FS
A Burrows, 1002 5th st, W, N P Ry... Ch
- 36 TIPPECANOE, Lafayette, Ind.** W. O.
W Hall, 218-222 N 6th st, 1st Sunday,
2 p m, 3d Monday, 7:30 p m.
W R Conway, 2116 Schuyler av... P
H E Meeker, 708 South st... RS
W G Owens, 1211 Vinton st... FS
W G Owens, 1911 Vinton st... LR
W T Hutton, 2014 Elk st, C I & L Ry... Ch
- 37 NEWHOPE, Centra, Ill.** Metropoli-
tan O O F hall, Broadway and Tate
st, 2d and 4th Mondays, 8 p m.
J C Hall, 241 N Lincoln Blvd... P
O H Gregg, 137 S Pine st... RS
L W Woley, 703 N Walnut st... FS

- F J Purdill, Duquoin, Ill.LR
F M Haneey, 600 S Cedar st, I C R R Ch
- 38 AVON, Stratford, Ont. Can. Fraternal hall, 2d and 4th Sundays, 2:30 p m.
G H Box, 80 Home st.P
D J Roberts, 45 Wells st.RS
C Waugh, 31 Perth st.FS
C Waugh, 31 Perth st.LR
G H Box, 80 Home st, G T Ry of Can.Ch
- 39 TWIN CITY, Rock Island, Ill. Engineer's hall, 5th av and 30th st, 2d Sunday, 2 p m, 4th Monday, 8 p m.
W W Shoning, 2809 6th av.P
T S Smith, 807 24th st.RS
W B Fairman, 528 30th st.FS
T S Smith, 807 24th st.LR
W B Fairman, 528 30th st, C R I & P Ry.Ch
W Koeller, 614 W 9th st, Davenport, Iowa, D R I & N W Ry.Ch
- 40 BLOOMING, Bloomington, Ill. I O O F hall, W Washington and Center sts, 2d and 4th Sundays, 10 a m.
C E Broughton, 916 N Roosevelt av.P
J Ramage, 1009 W Chestnut st.RS
L P Paul, 404 N Allen st.FS
L B Wright, 710 Jefferson.LR
C H Broughton, 916 N Roosevelt av, C & A R R.Ch
- 41 OTTUMWA, Ottumwa, Iowa. Utt hall, E 2d st, 1st Monday and 3d Wednesday.
D W Matheny, 107 S Moore st.P
E C Greninger, 220 W Wilson st.RS
E C Greninger, 220 W Wilson st.FS
H R Sprague, 1007 Plum st.LR
G J Shaffer, 126 S Elm st, C B & Q R R.Ch
- 42 ELMO, Madison, Wis. New Washington Hotel, 636 W Washington av, 1st and last Sundays, 2:30 p m.
J J Shipley, 534 W Mifflin st.P
H Hagen, 124 S Mill st.RS
G Tormey, 1002 W Wash av.FS
A S Mery, 726 Atwood av.LR
E Jenkins, 522 W Johnson st, C M & S T P Ry.Ch
- 43 ST JOSEPH, St. Joseph, Mo. I O O F hall, 7th and Charles sts, 2d and 4th Wednesdays, 8 p m.
D Dilts, Villisca, Iowa.P
Wm H Klecan, 615 S 16th st.RS
Wm H Klecan, 615 S 16th st.FS
W H Klecan, 615 S 16th st.LR
H B Wells, 615 S 15th st, C B & Q R R.Ch
St J B Ry & S J U T R R.Ch
Stevenson, 2117 S 12th st, St J T R R.Ch
- 44 EADS BRIDGE, E St Louis, Ill. Jack-ishes hall, 318 Missouri av, 1st and 3d Tuesdays.
P H Kloss, 1635 Cleveland av.P
F J Johnson, 608 Pennsylvania av.RS
P B Bennett, 700a St Clair av.FS
F J Johnson, 803 Pennsylvania av.LR
J B Boerner, 551 N 30th st, A & S R R.Ch
J B Clark, 1220 Kansas av, E St L Jt Ry.Ch
St L Jt Ry, 6 Clark, 580 W 23d st, St L & O F Ry.Ch
Y Stevenson, 204 State st, S Ry.Ch
W Campbell, 734 N 26th st, T R R Assn, etc.Ch
H W Aldrup, 423 Brown av, Ed-wardsville, Ill, L & M Ry.Ch
- 45 ROSE CITY, Little Rock, Ark. O R C hall, Markham and Chestnut sts, 1st and 3d Tuesdays, 2d and 4th Mondays, 8 p m.
R F Stephens, 118 Riverside av.P
E Brown, 215 W 5th st, N Little Rock, Ark.RS
E Brown, 215 W 5th st, N Little Rock, Ark.FS
A L Tolver, 1516 Marshall st.LR
A L Tolver, 1516 Marshall st, M P R R.Ch
E A Plumlee, 1651 Evelyn av, Memphis, Tenn, U Ry of M.Ch
- 46 CLYDE RIVER, Island Pond, Vt. Engi-neers' hall, 1st and 3d Sundays, 7:30 p m.
G W Reynolds, Box 137.P
T H Farrell, Box 170.RS
W A Russell, Box 587.FS
E C Foss, Box 553.LR
E C Foss, Box 553, G T Ry of Can.Ch
- 47 TRIUMPHANT, Chicago, Ill. Masonic Temple, 64th and University av, 1st Thursday, 7 p m, 3d Sunday, 9 a m.
F H Oliver, 2048 Quinn st.P
F H Spuck, 845 E 88th st.RS
A J Nickerson, 7119 Ingleisle av.FS
H E Spuck, 845 E 88th st.LR
M J McDonald, 830 E 89th st, I C R R.Ch
- 48 W F HYNES, Peoria, Ill. Maroney's hall, 2206 S Adams st, 1st Sunday, 9:30 a m, and 3d Monday, 8 p m.
P A Moldenhauer, 1406 N Glendale av.P
H O Knox, 1719 S Adams st.RS
F Zindel, 511 Pennsylvania av.FS
A Hansen, 114 McKenlyolds st.LR
P A Moldenhauer, 1406 N Glendale av, C R I & P Ry.Ch
1512 Western av, P & P Ry.Ch
Amick, 1009 Garden st, T P & W Ry.Ch
J Belrens, 301 Caroline st, Pe-kin, Ill, P R T Co.Ch
- 49 J M RAYMOND, Decatur, Ill. Moose hall, 1st Wednesday nights and 3d Sun-day afternoons.
A H Oliver, Wabash Roundhouse.P
C J Boyer, 615 S Webster st.RS
C J Boyer, 615 S Webster st.FS
D F Dinneen, 1669 N Water st.LR
E O Cloney, Angle Hotel, Wab Ry.Ch
- 50 GARDEN CITY, Chicago, Ill. Schuen's hall, 51st st and Wentworth av, 2d and 4th Mondays, 8 p m.
W N Parry, 9229 Loomis st.P
J W Mcintosh, 6330 Ellis av.RS
J N Parry, 9229 Loomis st.FS
J N Parry, 9229 Loomis st.LR
J N Parry, 9229 Loomis st, C R I & P Ry.Ch
- 51 FRISCO, Springfield, Mo. K of P hall, 220 E Commercial st, 1st, 2d and 4th Thursdays, 1:30 p m.
C L Henderson, 2027 East av.P
W H Mcintosh, 1401 W Chestnut st, R 11, Box 155.RS
Sam King, 1876 N Grant st.FS
S King, 1876 N Grant av.LR
J A Morris, 326 Hovey av, St L S F Ry.Ch
- 52 GOOD WILL, Logansport, Ind. B of L F and E hall, Pearl and Broadway, 1st Wednesday 8 p m, 3d Tuesday 2:30 p m.
O I Huston, 1606 George st.P
G B Davis, 2300 Spear st.RS
L B Boatman, 1911 Market st.FS
H E Boles, 1617 North st.LR
W Ratcliff, 1501 Spencer st, Pa Co, (W).Ch
- 53 WM D ROBINSON, Logansport, Ind. Broadway and Pearly sts, B of L F & E hall, 1st & 3d Wednesday.
J F Nickels, 3 E Ottowa st.P
C E Snell, 221 Eel River av.RS
C E Snell, 221 Eel River av.FS
J F Nickels, 3 E Ottowa st.LR
E Michael, 1927 North st, Pa Co (W).Ch
- 54 ANCHOR, Moberly, Mo. Carpenters' hall, 215½ W Reed st, Thursdays, 2:30 p m.
H E Walker, 913 Myra st.P
C F Doughty, 313 S Morley st.RS
C F Doughty, 313 S Morley st.FS
C F Doughty, 313 S Morley st.LR
B R Johns, 561 Union av, Wab Ry.Ch
- 55 BLUFF CITY, Memphis, Tenn. K of C hall, 3d and Jefferson sts, 1st and 3d Mondays.
F Keeley, 302 Hill st.P
Pat Sheehan, 531 High st.RS
Pat Sheehan, 531 High st.FS
A Shafer, 668 7th st.LR
- 56 CARBONDALE, Carbondale, Pa. Central Labor Union hall, N Main st, 1st and 3d Thursdays, 7:30 p m.
M O Bidwell, 75 Williams st.P
G Higgs, 195 Belmont st.RS
J H Siren, 15 Drummond av.FS
G Hobbs, 195 Belmont st.LR
G D Morgan, East Side Pk, D & H Co.Ch
- 57 BOSTON, Boston, Mass. John Winthrop hall, 446 Tremont st, 1st Sunday, 1:30 p m, 3d Thursday, 7:30 p m.
F W Chappelle, 61 Bowdlen st, Med-ford, 65 Mass.P
F I Fuller, 76 Spring Park av (Jamaica Plain).RS
W J Barry, 169 Safford st, Wollaston, Mass.FS
F S Mahler, 3 Montvale st, Roslindale, Mass.LR
F S Mahler, 3 Montvale st, Roslindale, Mass, N Y, N H & H R R.P
Chapelle, 61 Bowdoin st, Medford, 55 Mass, U F R R.Ch
- 58 SACRAMENTO, Roseville, Cal. Fiddy-mans hall, Thursday.
R H Hill, 134 Placer av.P
W M Borgs, 140 Placer av.RS
P Hoffer, 322 Pleasant st.FS
G P Chapman, Box 144.LR
- G P Chapman, Box 144, S P (Pac Sys)Ch
- 59 ROYAL GORGE, Pueblo, Colo. Fish-er's hall, 325 S Union av, Tuesdays, 7:30 p m.
J J Young, 2629 E Orman av.P
S E Hardiman, 211 Jackson st.RS
J H McDonald, 423 Michigan st.FS
E A Bloomquist, 603 Beulah av.LR
J C Dewan, 32 Blk K D & R G R R.Ch
R. R S Curtis, 307 E Orman av.
M P R R.J J Young, 2629 E Orman av, C & W Ry.Ch
- 60 PHILADELPHIA, Philadelphia, Pa. Balley hall, 2748 Germantown av, 2d Saturday, 8 p m; 4th Sunday, 2 p m.
A A McEvoy, 726 E Clearfield st.P
M Davis, 3167 Belgrade st.RS
O Roberts, 2823 N 23d st.FS
E Bowling, 2722 N 23d st.LR
E Bowling, 2722 N 23d st, P & R R R.Ch
- 61 MINNEHAHA, St Paul, Minn. Op-perhelm Bldg, 6th and Minnesota sts, 1st and 3d Fridays, 7:30 p m.
C J Connolly, 896 Union st.P
Ed Heinen, 1097 Woodbridge st.RS
Jos L Flood, 16 E Sycamore st.FS
C J Connolly, 896 Union st.LR
C J Connolly, 896 Union st, G N Ry.Ch
- 62 VANBERGEN, Carbondale, Pa. Callins Hall, 2d and 4th Sundays, 10 a m.
B F Whitty, Childs, Pa.P
E L Decker, Childs, Pa.RS
E L Decker, Childs, Pa.FS
J Lynch, 115 1st st, Olyphant, Pa, LR E F Lang, Fernyn, Pa, N Y O & W Ry.Ch
- 63 COLDWATER, Toledo, Ohio. McCallas hall, 222 Fasset st, 1st and 3d Monday evenings.
W H Maurer, 205 Navarre av.P
F N Briggs, 876 McKinley av.FS
W W Wismar, 424 Fasset st E.RS
S Sanderson, 425 Utah st.LR
S Sanderson, 425 Utah st, Pa Co (W).Ch
E C Heffner, 1951 Gorhill st, R F R R.P
J Powers, 945 Oak st, V Ry.Ch
- 64 SIOUX, Sioux City, Iowa. I O O F hall, 4th and Jackson sts, 2d and 4th Sundays.
W C Gray, 1124 Hill av.P
H E Wright, 2814 E Second st.RS
H E Wright, 2814 E Second st.FS
J W Harris, 700 Pacific st.LR
W C Gray, 1124 Hill av, C St P M & O Ry.Ch
G C Gunderson, 1912 Wall st, S C T Ry.Ch
- 65 FT RIDGELEY, Waseca, Minn. A O U W hall, 2d Monday, 7:30 p m, 4th Sunday, 2:30 p m.
A Matke.P
C H Carlin, No. 1st st.RS
C H Carlin, No. 1st st.FS
O E Root.LR
R R Purinton, C & N W Ry.Ch
- 66 CHALLENGE, Belleville, Ont. Can. B of L E hall, Pine st, 2d and 4th Sun-days, 1:30 p m.
W H Weese, Station P O.P
A H Moon, 409 Blecker av.RS
W M Adams, Box 62.FS
W H Weese, Station P O.LR
A G Dann, 40 Olive st, G T Ry of Can.Ch
- 67 DOMINION, Toronto, Ont. Can. Park-sdale Assembly hall, Lansdown av, near Queen st, 1st and 3d Sundays, 2:30 p m.
G E Crowhurst, 90 Woolsley st.P
James Pratt, 218 Fern av.RS
James Pratt, 218 Fern av.FS
G E Crowhurst, 90 Woolsley st.LR
C L Beattie, 121 Paton rd, G T Ry of Can.Ch
- 68 EAU CLAIRE, Altoona, Wls. Engi-neers' hall, 2d Sunday, 2:30 p m, 4th Monday, 7:30 p m.
F Erickson, Box 220.P
C Woodington, Box 207.RS
F W Koppen, Box 155.FS
J Lang.LR
F Erickson, Box 220, C St P M & O Ry.Ch
- 69 ISLAND CITY, Brockville, Ont. Can. Fulton Blk, King st, E, 1st and 3d Mondays, 7:30 p m, 2d and 4th Sundays, 2:30 p m.
W Watson, 64 George st.P
A Fowler, 143 Park st.RS
W L Black, 57 Wall st.FS
W A Race, 125 Park st.LR
W Watson, 64 George st, G T Ry of Can.Ch

70 LDNE STA3, Longview, Txas. O R C
p hall, 1st, 3d and 5th Thursdays, 7:30
p m; 2d and 4th Thursdays, 2:30 p m.
C A Stanitzky.....P
R H Bortle, 701 Magrill st.....RS
C H Bortle, 701 Magrill st.....FS
J W Manley, 207 N Sixth st.....LR
C K Hoffmeister, Box 1746, Ft Worth,
Tex, T & P Ry.....Ch

71 SUSQUEHANNA, Dneonta, N. Y. B of
R T hall, 2d and 4th Sundays,
2:30 p m.
F C Seaman, 28 Otsego st.....P
J Turner, 37 London av.....RS
J Turner, 37 London av.....FS
R E Blake, 11 Kearney st.....LR
W B Tallmadges, 143 Main st, D &
H Co.....Ch

72 CAMDEN, Camden, N. J. Goff bldg,
19 Broadway, 2d and 4th Wednesdays,
7:30 p m.
Jas P Powers, Sewell, N. J.....P
G W Tash, 430 Linden st.....RS
H S Corson, 645 Haddon av, Colling-
wood, N. J.....FS
L C Heath, Berlin, N. J.....LR
L C Heath, Berlin, N. J, P Co (E).....Ch

73 BAY STATE, Worcester, Mass. Royal
Hall, 306 Main st, 1st Thursday, 7:30
p m, 3d Sunday, 10 a m.
W J Jacques, 106 W Boylston st.....P
W H Hess, 114 Lincoln st.....RS
T Loynd, 4 Dodge av.....FS
P Symonds, 16 Dodge av.....LR
F A Symonds, 16 Dodge av, B & M
R R.....A G Plante, 79 Armory st,
N. Y., N H & H R R.....A S Phip-
ton, 3 Hale st, B & A R R.....Ch

74 HARO TO GET, Mechanicville, N. Y.
I O O F hall, 2d st, 1st and 3d Mon-
days, 8:15 p m.
L V Fairbanks, 401 Elizabeth st.....P
H E Freeman, Jr, 123 1st st.....RS
H E Freeman, Jr, 123 1st st.....FS
W P O'Hearn, 1 Quarry st, Hoosier
Falls, N. Y.....LR
G C Traver, 215 W 3rd st, B & M
R R.....Ch

75 WALTON, Philadelphia, Pa. Johnson's
hall, 4039 Lancaster av. 2d Sunday, 10
a m; 4th Monday, 4 p m.
I Leader, 1019 11th st.....P
H B Allison, 4314 Aspen st.....RS
P A Bailey, 5421 Chester av.....FS
J P Casey, 3321 Wallace st.....LR
J P Casey, 3321 Wallace st, P Co
(E).....Ch

76 OCEAN, Norfolk, Va. Moose Home,
Freemason st, 1st Sunday, 10:30 a m, 3d
Sunday, 2:00 p m.
J Lumley, 2500 Butts st.....P
W S Smith, 2000 County st, Ports-
mouth, Va.....RS
C W Matthews, 236 Westover av.....FS
W S Smith, 2000 County st, Ports-
mouth Va.....LR
A K Fontress, 218 Lucille av, River-
view, N C & W S Smith, 2000
County st, Portsmouth, Va, N & P
B L R R.....Ch

77 ROCKY MOUNTAIN, Dnsver, Colo. 220
Masonic Temple, Thursdays, 8 p m.
M J Baler, 3327 Vine st.....P
G M Frederick, 1428 S Logan st.....RS
G M Frederick, 1428 S Logan st.....FS
W F Hynes, 1040 Marion st.....LR
H E Gallagher, 1838 E 31st av, U P
R R.....H A Husted, 3017 Vine st,
C B & Q R R.....Ch

78 GOLDEN EAGLE, Sdalla, Mo. Wood-
men's hall, 414 S Ohio st, Tuesdays, 7:30
p m.
G A Petty, 1420 S Mo st.....P
H T Hamlett, 708 E 13th st.....RS
H T Hamlett, 708 E 13th st.....FS
L N Yunker, 901 W 3d st.....LR
R Rains, 525 S Lafayette st, M K
& T Ry.....Ch

79 NEVER SLEEP, Chsrokee, Iowa. B of
L E hall, Main st, 2d and 4th Sundays,
2 p m.
B G Spear, 12 S 7th st.....P
W C Anderson, 1229 S 7th st.....RS
C E Walker, 216 Euclid av.....FS
C E Walker, 116 Euclid av.....LR
J T Campbell, 614 W Elm st, I C R
R.....Ch

80 ST JOHN, Jacksonville, Fla. No. 23
Main st, Freem No. 20, 2d and 4th
Wednesdays, 8 p m.
J S Boyd, 1781 Myra st.....P
C H Moulton, Box 444.....FS
C H Moulton, Box 444.....LR
J S Boyd, 1781 Myra st.....LR

J B Dormany, 1805 Iona st, S A
L Ry.....B L Cherry, Bainbridge,
Ga, N F & A Ry.....W A Lyons,
335 N Brevard st, Arcadia, Fla, C H
& N Ry.....H Skinner, 411 W
Orange st, Lakeland, Fla, A C L R
R.....J S Boyd, 1720 Myra st, J T
Co.....J F Rachels, 526 W Duval st,
So Ry.....C S Daniel, Box 63, Ta-
vares, Fla, T & G R R.....Ch

81 ELECTRIC CITY, Ottawa, Ont, Can.
Huckel's hall, Frank and Bank sts, 2d
and 4th Thursdays, 8 p m.
L M Maloney, 403 McLeod st.....P
J Eldridge, 69 Frank st.....Act RS
A D Prices, Hurdmans Bridges.....FS
J Eldridge, 69 Frank st.....LR
T C Reasbeck, 128 Hawthorns av, G T
Ry of Can.....Ch

82 NORTHWESTERN, Minneapolis, Minn.
Mooss hall, 43 S 4th st, 3d floor, 1st
Monday, 8 p m; 3d Sunday, 2 p m.
J A Bonin, 1700 2d av, N.....P
J A Karlsson, 511 Queen av, N.....RS
J A Bonin, 1700 2d av, N.....FS
J A Bonin, 1700 2d av, N.....LR
C E Miller, 318 Sixth av, N E, G N
Ry.....J A Karlsson, 511 Queen av,
N E & St L R.....H D Palmer
Richfield Sta, M N & S Ry.....Ch

83 TRINITY, Ft Worth, Texas. B of L F
and L E hall, 211 Bryan av, Fridays,
p m.
H C Cunningham, 1100 S Main st.....P
B Snedecker, 1700 New York av.....RS
B Snedecker, 1700 New York av.....FS
J G Quinn, Box 297, St L R.....LR
B Snedecker, 1700 New York av,
P Ry.....J G Quinn, Box 297, St L
F Ry.....J M Hedges, Rt 8, Box 5,
Ft W B Ry.....Ch

84 CALHOUN, Battis Crsek, Mich. 1024
W Main st over American Motor Co, 1st
and 3d Mondays, 2:30 p m.
G B Varner, 234 Marshall st.....P
G B Grsgory, 27 N Michigan av.....RS
E W Hough, 83 Groves st.....FS
E V Pierce, 83 Fairview av.....LR
H M Whitmore, 142 Post av, G T Ry of
Can.....Ch

85 RED JACKET, Buffalo, N. Y. Sparfield
hall, Seneca and Weyand sts, 2d Monday,
2 p m, 4th Monday, 8 p m.
J H Putman, 49 Parkview av.....P
E J Metzinger, 246 Doat st.....RS
E J Tyrell, 81 Duersteln st.....FS
M M Jackson, 35 Ryan st.....LR
W Jackson, 35 Ryan st, Pa Co (E).....Ch

86 BLACK HILLS, Laramie, Wyo. Mooss
hall, 2d and University av, Mondays,
2:30 p m.
M P Caveny, 101 Hodgeman st.....P
Chas L Roush, 617 S 11th st.....RS
Chas L Roush, 617 S 11th st.....FS
A B Johnson, 1100 Garfield.....LR
A B Johnson, 1100 Garfield st, U P
R R.....Ch

87 SUMMIT, Rawlins, Wyo. North Star
hall, 1st and 3d Mondays, 2 p m.
H T Groff.....P
D F Michle, 309 E Spruce st.....RS
H Perrett, Box 256.....FS
H T Groff, U P R R.....Act Ch

88 MDRNING STAR, Evanston, Wyo. I O
O F hall, Main st, 2d and 4th Wednes-
days, 7:30 p m.
N E Walling, 237 4th st.....P
J H Hellewell, 1236 Sage st.....RS
J H Hellewell, 1236 Sage st.....FS
W G Crawford, 1236 Sage st.....LR
H T Lane, Box 280, U P R R.....Ch

89 BUCKEYE, Sharonville, Ohio. Wheeler's
hall, 2d and 4th Monday evenings.
C C Booker.....P
W T Bailey.....RS
A N Welder.....FS
J Howard, Box 157.....LR
J Howard, Box 157, C C C & St L
Ry.....Ch

90 ENID, Enid, Okla. I O O F hall, 1st
and 3d Sundays, 10 a m, 2d and 4th
Sundays, 2 p m.
N E Ketchum, 823 W Pine st.....P
J C Teller, 701 W Walnut st.....RS
C E Compton, 1218 W Randolph st.....FS
V A Sinclair, 819 W Pine st.....LR
J R Harter, 801 W Pine st, St L S
F Ry.....Ch

91 GILDEN GATE, San Francisco, Cal.
Muir hall, 16th and Mission sts, 1st and
3d Mondays, 10 a m, 2d and 4th Mon-
days, 8 p m.
C P McDonnell, 202 Villa Terr, San
Mateo, Calif.....P
H Scott, 1306 McAllister st.....RS
H Scott, 1306 McAllister st.....FS
H C Van Zandt, 1123 Lincoln Way.....LR
L P Wilmetth, 276 17th av, S P (Pac
Sys).....Ch

92 FRDNTIER CITY, Dswege, N. Y. Over
Snyder & Macker, electric store, W 1st
st, 1st Monday, 7:30 p m, 2d and 4th
Sundays, 2:30 p m.
F Hollenbeck, 150 W Cayuga st.....P
J W Wallace, 219 W 6th st.....RS
J T Whitney, 169 W Seneca st.....FS
J T Whitney, 169 W Seneca st.....LR
F L Prosser, R R Y M C A, N Y C
(E).....Ch

93 CHERRY CREEK, Havrs, Mont. Chest-
nut's hill, Monday evenings.
A M Probst.....P
P F Graham, 732 3d st.....RS
P F Graham, 732 3d st.....FS
R R Mowry, 9 N Ry.....LR
R R Mowry, 9 N Ry.....Ch

94 CACTUS, Tucson, Ariz. I O O F hall,
S 6th av, Wednesdays, 1:30 p m.
Wm Woodmansee, Box 94.....P
T Houston, Box 94.....RS
E T Houston, Box 94.....FS
E T Houston, Box 94.....LR
C W Littlefield, Box 94, S F (Pac
Sys).....Ch

95 WILLMAR, Willmar, Minn. I O O F
hall, 1st and 3d Wednesdays.
R Conway, 104 E Litchfield av.....P
G M Robbins, 114 E Litchfield av.....RS
R E Resler, 420 Julia st.....FS
I R Griffin, 99 Manilla av.....LR
G Newberg, 219 Pontico av, G N Ry.....Ch

96 WELLSVILLE, Wellsville, Ohio. En-
gineers' hall, 1319 Main st, 2d and 4th
Mondays.
G G Manning, 1608 Chester av.....P
G G Hough, 1769 Maple av.....RS
R B Russell, 1710 Clark av.....FS
O F Benton, Mingo Jct, Ohio.....LR
G G Manning, 1608 Chester av, P Co
(W).....Ch

97 LOS ANGELES, Los Angeles, Cal. Odd
Fellow bldg, 2705 N Broadway, every
Wednesday evening.
J G Mossers, 145 W av 30.....P
R S Fullinwider, 916 W 54th st.....RS
J J Paddock, 1438 W 47th st.....FS
H M Kile, 143 N Coronado st.....LR
O, McConnel, 218 E 43rd st, S L
(Pac Sys).....Ch

98 PERSEVERANCE, Ogden, Utah. Eagles'
Home, 2421 Grant av, Thursdays, 1 p m,
Mountain time.
E H Montgomery, 1228 26th st.....P
G R Rich Jr, 2522 Orchard av.....RS
J Lewis, 713 29th st.....FS
H J Kelley, 851 32d st.....LR
E H Montgomery, 1228 26th st, F P
(Pac Sys).....L H Becraft, 2423 Mon-
roe av, O U Ry & D Co.....Ch

99 ROCHESTER, Rochester, N. Y. Man-
nechor hall, cor Main and Swan sts, 2d
and 4th Fridays, 8 p m.
J B Ward, 49 South av.....P
Wm H Bergan, 299 Hawley st.....RS
E B Coates, 245 Brook st.....FS
J Driver, 60 Fillmore st.....LR
T H Power, 333 Federal st, N Y C (E)
& F Ry.....J Driver, 60 Fillmore st, B R
& F Ry.....Ch

100 SILVER PDINT, Nashville, Tenn. First
floor Labor Temple Annex, 1st and 3d
Mondays, 7:30 p m, 2d and 4th Mondays,
9:30 a m.
W Z Evans, 803 Boscombe st.....P
S T Voorhis, 1907 Hayes st.....RS
S T Voorhis, 1907 Hayes st.....FS
H E Murphy, 907 Arthington av.....LR
J C Blessing, 188 1-2 8th av, N. N C &
St L Ry.....J H Hooper, 317 32d av,
N L & N R R.....Ch

101 AOMIRATIDN, Buffalo, N. Y. Dolls
hall, 439 Wslden av, Thursdays, 8:30 p
m.
Andrew Bell, 169 Keytons st.....P
A G Pfsil, 52 Tloas st.....RS

- F C Moeller, 1932 Bailey av.FS
G C Chippinger, 49 Wex av.LS
Geo Evans, 98 Glenwood av, N Y C
(E)Ch
- 102 CONFIDENCE, Oes Moines, Iowa.
Moose hall, 6th and Locust, 4th Sunday,
2:30 p m.
T J Redpath, 4332 Harwood dr.P
Wm H Brownson, 2911 S W 9th st.RS
A L Sommerville, 2410 Des Moines st.FS
Wm H Brownson, 2911 S W 9th st.LS
C Newell, 679 W 18th st, C M & St
P Ry.E Kautsky, 1900 10th st.
D M U Ry.C Hulet, 2505 Dean
av, C R I & P Ry.Ch
- 103 TWENTIETH CENTURY, Thief River
Falls, Minn. I O O F hall, 2d and
La Broe av, 2d and 4th Sundays, 9 a m.
J E Nelson, 903 Knight av N.P
A M Johnson, 215 Atlantic av N.RS
G M Freitag, 301 Markley av S.FS
P A Harris, 812 Horace av, N.LR
H Holland, 715 Horace av N, M St P
& S Ste M Ry.Ch
- 104 BROAD TOP, Huntington, Pa. Grand
Theater lodge room, 7th and Millfin sts,
1st and 3d Sunday, 2 p m, 3d Sunday,
7 p m.
H W Krepps, 1107 Millfin st.P
M W Decker, 1701 Scott st.RS
A A LaTure, 1320 Moore st.FS
E G Coffman, 1509 Penn st.LR
H Coffman, 1509 Penn st, Pa Co.
(E)J W Rankin, Box 293, Orbi-
sonia, Pa, E B T R R & C Co.Ch
- 105 TEXAS PLAINS, Oalhart, Texas. K
of P hall, 215 Denrock av, 1st and 3d
Fridays, 2:30 p m, 2d and 4th Fridays,
8 p m.
L L Ladd.P
H R Parker.RS
J Bish, Box 487.FS
G O Ainsworth.LR
F F Beeler, C R I & P Ry.Ch
- 106 KEY CITY, Oubuque, Iowa. Hstert
hall, 19th and White sts, 2d and 4th
Tuesdays, 2:30 p m.
J O'Toole, 1165 Center Pl.P
L Heine, 1519 Lincoln av.RS
W G Ruprecht, 1135 Bluff st.FS
J O'Toole, 1165 Center pl.LR
L Kolbe, 1670 Washington st, C M &
St P Ry.Ch
- 107 ECLIPSE, Marlon, Ohio. Drulds hall,
Pearl and Columbia sts, Wednesdays,
7:30 p m.
L Foraker, 310 Chestnut st.P
H Place, 358 Mary st.RS
R S Hance, 442 4th av.FS
R S Schaefer, 235 Garner av.LR
A L Jarvis, 340 W Church st, Erie R.
RCh
- 108 PIDNEER, Ourango, Colo. Burr's
hall, Fridays, 8 p m.
T V Cummins.P
J Johnson, 442 4th av.Act RS
J Johnson, 442 4th av.Act RS
J R Connor, Chama, N M.LR
R Turney, Box 293, D & R G R R.Ch
- 109 PEACE, St Louis, Mo. Compton
hall, Park and Compton av; 1st and 3d
Wednesdays, 8 p m.
O C Bugh, 3323a St Vincent av.P
H A Winkler, 5212 Alabama av.FS
H A Winkler, 5212 Alabama av.RS
O C Bugh, 3323a St Vincent av.LR
J Mitchell, 3405 Eads av, M P R R.Ch
- 110 DLO GUARO, Bucyrus, Ohio. I O O F
hall, E Mansfield and Walnut sts, 1st
Wednesday, 7:30 p m, 3d Sunday, 2:30
p m.
R B Ackerman, 444 Sherman st, Gal-
ton, Ohio.P
C J Morehead, 934 Pustina av.RS
B F Couts, 619 Sandusky av.FS
R B Ackerman, 444 Sherman st, Gal-
ton, Ohio.LR
D Chance, 442 Woodlawn av, T & O C
Ry.Ch
- 111 BEACON, Mattoon, Ill. Red Men's
hall, 14th and Broadway, 2d and 4th
Wednesdays, 7:30 p m.
R J Haag, 917 Prairie av.P
G Armer, 1405 Moultrie av.RS
H A Rohr, 1803 Campaign av.FS
J Holly, 1428 N Tuxedo st, Indianapo-
lis, Ind.LR
C H Moulton, 808 Wabash av, C C
& St L Ry.Ch
- 112 EVENING STAR, Sioux City, Iowa. I
O O F hall, 4th and Jackson sts, 1st
and 3d Sundays, 1:30 p m.
H E Johnson, 322 W 1st st.P
M M Crowley, 913 12th st.RS
W E Thompson, 2905 W Horne st.FS
M M Crowley, 913 12th st.LR
W L Hatcher, 917 15th st, C & N W
Ry.Ch
- 113 CLARK-KIMBALL, Pocatello, Idaho.
Brotherhood hall, above People's Store,
Tuesdays, 7:30 p m.
A D McDonald, 847 E Fremont at.P
F H Voss, 1711 N Main at.RS
F F Bizer, 924 N Grant st.FS
F Morrison.LR
J Cawley, 1328 N Arthur st, O S L
R RCh
- 114 BLACK HAWK, Monmouth, Ill. Eagles'
hall, N W corner of square, 1st and 3d
Sundays, 2:30 p m.
F J Fisher, 925 E F st.P
H R Wells, 509 S B st.RS
N I Byers, 316 W 2d av, N. G C &
H R Wells, 509 S B st.LR
H R Wells, 509 S B st, M & St L
R RCh
- 115 GULF CITY, Galveston, Texas. K of
P hall, 2d and 4th Tuesdays, 8 p m.
A M Shellhorn, 3815 Av L.P
Wm Hussey, 1913 Av G.RS
Wm Hussey, 1913 Av G.FS
Wm Hussey, 1913 Ave G.LR
G W Marchand, 3725 av N, G C &
S F Ry.W E Thomas, 2211 45th
st, G W Co.J L Johnson, 3913
Av L, G C II & H R R.J P
Toohy, Texas City, Tex. T C Ter
Co.Ch
- 116 COTTONWOOD, Emporia, Kan. A O
U W hall, 521 Merchant st, 2d and
4th Wednesdays, 2 p m.
O O Cates, 835 W Fifth st.P
O O Cates, 835 W Fifth st.FS
I O Edwards, 505 Rural st.RS
N T Hartley, Gen'l Del.LR
Kan.Florence
J F Park, Box 70, Newton, Kan, A
T & S F Ry.Ch
- 117 BEAVER, London, Ont, Can. Imperial
Bank, Chambers, King and Richmond
sts, 2d and 4th Sunday afternoons.
G G Byron, 133 Horton st.P
G F Birch, 144 William st.RS
H D McDonald, 971 Ormsby st.FS
Wm Munroe, 133 Sackville st.Lit
G T Birch, 144 Williams st, G T
Ry of Can.Ch
- 118 STAR OF THE EAST, Richmond, Que,
Can. McMorine's hall, Main st, 1st and
3d Sundays, 2 p m.
P Custean, Box 281.P
G A Jutra, Box 281.RS
P Custean, Box 31.Act FS
W H Johnson, Main st.LR
G Deney, Main st, G T Ry of Can.Ch
- 119 COLONIAL, Riviere du Loup, Quebec,
Can. P Rieux hall, Krazerville st, 2d
and 4th Sundays, 14 K.
G Couturier, Blaisville, Que.P
J A Gagnon, Box 30, Blaisville, Que.RS
J A Gagnon, Box 30, Blaisville, Que.FS
G Couturier, Blaisville, Que.LR
J A Gagnon, 17 Jarvis st, C N Rys (C
G)J D Beaulieu, Box 76, T Ry.Ch
- 120 FORTUNE, Syracuse, N Y. Raimon
hall, Seymour and Oswego sts, Fridays,
8 p m.
F J Harrison, 308 Ontario st.P
Jas F Sullivan, 206 Pattison st.RS
E Kocher, 544 Whittier av.FS
J F Harrison, 308 Ontario st.LR
J F Sullivan, 206 Pattison st, N Y
C (E)Ch
- 121 FELLOWSHIP, Corning, N Y. Moose
hall, 47 E Market st, 1st and 3d Thurs-
days.
C L Travis, 122 W Putney st.P
T Cushing, 321 E Market st.RS
C L Travis, 122 W Putney st.FS
R T Cornish, 22 Thorn st.LR
R J Brooks, 242 Sly av, N Y C (E)Ch
- 122 FEDERATION, Flora, Ill. I O O F
hall, W North av, 2d and 4th Sundays.
O H Coggin.P
P Nancey.RS
P Nancey.FS
J M Porter.LR
E G Brydon, B & O R R.Ch
- 123 OVERLAND, Omaha, Neb. Crounse
Bik, 117-1-2 No. 16th st, 1st, 2d, 4th
and 5th Mondays, 8 p m.
O Swann, 2922 Av E, Council Bluffs,
Iowa.P
- W D Seaman, 1457 Spencer st.RS
W D Seaman, 1457 Spencer st.FS
D T Murphy, 3123 Chicago st.LR
H C Kramer, 3709 U st, So Side, U S
Y of O.L A France, 503 E 10th
at, Grand Island, Nebr, U P R R.Ch
- 124 PILOT, Perry, Iowa. A O U W hall,
2d st, 2d and 4th Tuesdays, 7:30 p m.
B Siltz, 1623 Otley av.P
C E Everts, 1424 W 2nd st.RS
C E Everts, 1424 W 2d st.FS
J W Kuykendall, 1619 W 2d st.LR
J W Kuykendall, 1619 W 2d st, C M
& St P Ry.Ch
- 125 GUIOE, Marshalltown, Iowa. German
I O O F hall, 1st av and State st, 1st
Monday, 8 p m, 3d Sunday, 2 p m.
I A Wagner, 208 S Seventh av.P
J W Marquardt, 711 Wood st.RS
J S Steadman, 305 E Linn st.FS
C M Batesole, 312 E Lynn st.LR
L L Barlett, 304 1/2 S 2nd av, M &
St L R R.Ch
- 126 COMET, Austin, Minn. K C Hall,
W Bridge st, 1st and 3d Sundays, 7:30
p m.
F L Campbell, 1108 Dobbins st.P
A Bertilson, 1007 E Collins st.RS
A Bertilson, 1007 E Collins st.FS
L F Fisher, 303 S Main st.LR
L F Fisher, 303 S Main st, C M & St
P Ry.Ch
- 127 NORTHERN LIGHT, Winnipeg, Man.
Kang. sta. Travelers' bldg, Bannatyne and
King sts, 1st and 3d Sundays, 14 K.
C J Brennan, 611 Elgin av.P
E Richbell, 680 Mountain av.RS
R H Hutchison, 223 Lansdowne av.FS
F W Nicks, 550 Logan av.LR
F W Nicks, 550 Logan av, C P Ry.Ch
- 128 LANOMARK, Forsyth, Mont. Masonic
hall, 2d and 4th Mondays, 7:30 p m.
P G Anderson, Box 1013.P
J W Hozarth, Box 551.RS
C Blomberg, Box 584.FS
C Blomberg, Box 584.LR
E M Heidinger, 614 S Pearson av,
Glendive, Mont, N P Ry.Ch
- 129 MINERAL KING, Escanaba, Mich.
Grenier's hall, 329 S 10th st, 2d and
4th Sunday, 1:30 p m.
J Kehoe, 20 S 13th st.P
H L Rose, 513 S 14th st.RS
H L Rose, 513 S 14th st.FS
H L Rose, 513 S 14th st, C & N W
Ry.J Gaynor, 1223 9th av, S E
& L S R R.Ch
- 130 GUIOING STAR, Milwaukee, Wis.
Fenske's hall, s e cor 29th and Clybourn
sts, 2d and 4th Sundays, 9 a m.
T J Toward, 1149 Pond du Lac av.P
J H Maas, 399 4th st.RS
J H Maas, 399 4th st.FS
J H Maas, 399 4th st.LR
H J Toward, 2515 Clybourn st, C M &
St P Ry.Ch
- 131 GOLDEN RULE, Stevens Point, Wis.
Emmons hall, South Side, 1st Sunday,
10:30 a m and 3d Wednesday, 7 p m.
M J Rogers, 238 Wayne st.P
J H Beck, 711 S Strong st.RS
J G Beck, 711 Strong st.FS
H J Cutting, 1111 Church st.LR
W L Nikolai, 910 Center st, M St P
& S Ste M Ry.Ch
- 132 MARVIN HUGHITT, Eagle Grove,
Iowa. K C hall, E Broadway, 1st and
3d Sundays, 2:30 p m.
J E Roberts, 214 N Commercial av.P
L Poland, 313 S Park av.RS
J O McBeth, 508 E Broadway.FS
A J Baldwin.LR
J P Keleher, 309 W Hurley, C & N
W Ry.Ch
- 133 SPRAGUE, Spokane, Wash. Eagles
hall, 305 1/2 Riverside av, 2d and 4th
Mondays, 7:30 p m.
J D Wike, Dunsun, Box 46, Parkwater,
Wash.P
T T Timmerman, Box 46, Parkwater,
Wash.RS
T T Timmerman, Box 46, Parkwater,
Wash.FS
R N McLeod, R F D 10.LR
A D Lister, 219 E Gordon av, N P Ry.
....A M Fredericks, 3003 E Indiana
av, S I Ry.Ch

- 134 **EASTMAN**, Farnham, Quebec, Can. Main st, 2d Sunday, 10 a m, 4th Sunday, 1:30 p m.
E Conway.....P
J B Stone.....RS
Wm Grant.....FS
H B Beers, Box 507.....LR
E Conway, C F Ry.....Ch
- 135 **NEW YEAR**, El Paso, Texas. Eagles' hall, S El Paso st, 2d and 4th Saturdays, 8 p m, 3d Tuesday, 2:30 p m.
S Causey, Fabens, Tex.....P
M I Taylor, 1520 Wyoming st.....RS
M I Taylor, 1520 Wyoming st.....FS
W E Cotermash, 505 N Stanton.....LR
D L P Duke, 1926 Montana st, S P (Atl Sys).....Ch
- 136 J Scott, Lindsay, Ont. Can. Adams Block hall, 1st and 3d Sundays.
J L Venters, 105 Lindsay st, So.....P
Wm G Graham, 18 Russell st, E.....RS
E Burley, 119 Durham st, W.....LR
Wm G Graham, 18 Russell st, E.....LR
Wm G Graham, 18 Russell st, E, G T Ry of Can.....Ch
- 137 **PROTECTION**, Eldon, Iowa. I O O F hall, 2d Sunday afternoon and 4th Tuesday evening.
O C Teufel.....P
E A Rouch.....RS
F B Millard.....FS
E A Houch.....LR
R W Hogue, C R I & P Ry.....Ch
- 138 **UNION**, Freeport, Ill. K P hall, 2d and 4th Wednesdays, 8 p m.
A N Chitty, 821 S Benton av.....P
E J Scanlan, 1010 S Carroll av.....RS
E J Scanlan, 1010 S Carroll st.....FS
J P Lafferty, 418 West st.....LR
A N Chitty, 821 S Benton av, 1 C R R.....Ch
- 139 **MT WHITNEY**, E Bakersfield, Cal. K of P hall, Wednesdays, 3 p m.
C Collins, 1023 Kern st, Bakersfield, Cal.....P
B T Bristow, Box 188.....RS
B T Bristow, Box 188.....FS
J H McCackin, 2607 Darwin av, Los Angeles, Cal.....LR
B T Bristow, Box 188, S P (Pac Sys).....Ch
- 140 **MOUNT OURAY**, Salida, Colo. K of P hall, cor 2d and F sts, 1st and 3d Sundays, 2 p m.
J T Potter, 241 W 3rd st.....P
C R Wilson, Box 428.....RS
C R Wilson, Box 428.....FS
W F Hofaker, 124 Dodge st.....LR
W F Hofaker, 124 Dodge st, D & R G R.....Ch
- 41 **A G PORTER**, Ft Wayne, Ind. Unity hall, Calhoun and Holman sts, Thursdays, 7:45 p m.
P H Conley, 2535 Winter st.....P
A Neuman, 3015 Broadway.....RS
P A Neuman, 3015 Broadway.....FS
E G Ludwig, 2902 Bowser av.....LR
H R Spore, 1312 Woodbine pl, Pa Co (W).....LR
D H Webster, 1413 W 7th st, Muncie, Ind, L E & W Ry.....Ch
- 42 **SAFETY**, Toledo, Ohio. Crowe's hall, 850 Broadway, 2d Monday, 7:30 p m, 4th Sunday, 1:30 p m.
W P Brownmiller, 1737 Air Line av.....P
J T Westphal, 616 Brighton av.....RS
C E Starkey, 346 Western av.....FS
J T Westphal, 616 Brighton av.....LR
G L Miles, 646 Brighton av, N Y C (W).....Ch
- 43 **E C FELLOWS**, Oakland, Cal. U P E C hall, 7th and Henry sts, 1st and 3d Tuesdays.
E E Bell, 5347 James av.....P
F C Adamson, 1100 Adeline st.....RS
F C Adamson, 1100 Adeline st.....FS
F C Adamson, 1100 Adeline st.....LR
S C Phillips, 3718 Grove st, S P (Pac Sys).....Ch
- 144 **LAURENTIOE**, Joliet, Que. Can. B of L F & E hall, Market st, 2d and 4th Sundays, 2 p m.
R Robert, 75 4th av, Montreal, Que.....P
A Leduc, 234 4th av, Mais, Montreal, Que.....RS
A Leduc, 234 4th av, Mais, Montreal, Que.....FS
A Leduc, 234 4th av, Mais, Montreal, Que.....LR
A Leduc, 234 4th av, Mais, Montreal, Que, C N Rys (CN).....Ch
- 145 **OAVY CROCKETT**, San Antonio, Tex. Murray's hall, Austin and 10th sts, every Tuesday, 9:30 a m.
F J Barr, 319 Burleson st.....P
- S L Hoag, 522 Hays st.....RS
S H Eubanks, 1221 N Hackberry st.....FS
W F Kennedy, 1432 Avenue D.....LR
W E Biles, 6142 Ord st, S P (Atl Sys).....Ch
- 146 **BAYOU CITY**, Houston, Texas. Gordon & McCullers hall, Hogan and Cochran sts, 2d and 4th Fridays, 7:30 p m.
J C Cole, 1911 Canan st.....P
G L Edwards, 1212 Hogan st.....RS
T J Montgomery, 1803 Noble st.....FS
G L Edwards, 1212 Hogan st.....LR
E E Hinds, 1921 McKee st, S P (Atl Sys).....A F Morin, 1811 State st, II B & T Ry.....G F Fanville (act), Box 14, Velasco, Tex, H & B V Ry, Ch
- 147 **MILAND**, Temple, Texas. K P hall, Mondays, 1:30 p m.
L H Bakke, 614 S 13th st.....RS
L W Mueller, 711 N 13th st.....P
L W Mueller, 711 N 13th st.....FS
J O Jones, 907 E Av A.....LR
J O Jones, 907 E Av A, G C & S F Ry.....Ch
- 148 **SUNNY SOUTH**, Tyler, Texas. W O W hall, S College st, Mondays, 2:30 p m.
J E Statham, 983 N Bois D'Arc st.....P
S P Thurmond, 577 Ellis av.....RS
J R Howard, 140 Sanders av.....FS
C F Lacey, 704 N 82nd av.....LR
F C Bristol, 138 S Beverly av, St L S W Ry.....Ch
- 149 **JUST IN TIME**, New York, N Y. Horton's hall, 110 E 125th st, 2d and 4th Thursdays.
M C Dexter, 2008 3d av.....P
Geo Blood, 427 E 138th st.....RS
G W Attkin, 4242 Park av.....FS
R E Quirk, 310 E 87th st.....LR
- 150 **S M STEVENS**, Marquette, Mich. Keough's hall, W Washington st, 1st and 3d Sundays, 10 a m.
D R Jackson, 337 W Bluff st.....P
P R McPherson, 232 W Park st.....RS
W Rubien, 225 W Ohio st.....FS
J R McPherson, 232 W Park st.....LR
C V Fahstedt, 428 Baraga av, L S & I Ry & M & S E Ry.....L N Nau-deau, 433 Rock st, D S S & A Etc.....Ch
- 151 **MAPLE LEAF**, Hamilton, Ont. Can. I O O F Temple, Gore st, 1st and 3d Sundays, 2:30 p m.
W Hoth, 118 Florence st.....P
R Rohlf, 6 McEwen st.....RS
C W Cooper, 51 Fairchild av, N.....FS
N Sharp, 97 Burlington st, E.....LR
F Althelt, 209 Locke st, S Hamilton, Ont, Can, T H & B Ry.....W Cranston, 1613 Harriett st, G T Ry of Canada.....Ch
- 152 **NORTH POLE**, Bay City, W S, Mich. B of K T hall, 1st and 3d Sundays, 9:30 a m.
J Woods, 1002 E Florence.....P
E C Downs, 706 E Midland st.....RS
E C Downs, 706 E Midland st.....FS
C M Woodbury, 1608 N Sheridan st.....LR
C M Woodbury, 1608 N Sheridan st, M C R R.....G Hartzel, 1322 N Johnson st, D R C & W.....Ch
- 153 **H C LORO**, Ft Scott, Kan. Moose hall, cor Walnut st and National av, 1st and 3d Sundays, 9 a m.
J H Bray, 310 Angus st.....P
S H White, 15 N Judson st.....RS
C H Norton, 206 Barbee at S.....FS
S H White, 15 N Judson st.....LR
C R Townsend, 217 S Barbee st, St L S F Ry.....Ch
- 154 **McKEEN**, Chanute, Kan. Moose hall, E Main st, Mondays, 2:30 p m.
H C Deffenbaugh, 223 S Forest st.....P
H M Squier, 315 S Lafayette st.....RS
R Dielt, 1121 S Evergreen st.....FS
H M Squier, 315 S Lafayette st.....LR
G R McGuire, 1301 Grant av, So. A T & S F Ry.....Ch
- 155 **J F BINGHAM**, New York, N Y. Golden Seal hall, 205 W 142d st, 1st and 3d Mondays.
C C Strothkamp, 2532 8th av.....P
E R Wells, 515 W 170th st.....RS
C Fuchs, 2347 1st av.....FS
C C Strothkamp, 2532 8th av.....LR
- 156 **NECHES**, Palestine, Texas. Labor Temple hall, John and Crawford sts, Mondays, 9 a m.
W T Shroyer, 601 Sycamore st.....P
H D Scott, 717 Palestine av.....RS
H D Scott, 717 Palestine av.....FS
H D Scott, 717 Palestine av.....LR
H A Briant, 406 E Lacy st, I & G N Ry.....Ch
- 157 **ECHO**, Peru, Ind. Forrester's hall, cor 2d and Broadway, 1st and 3d Sundays, 10:30 a m, 2d and 4th Mondays, 8 p m.
N Juday, 265 W 5th st.....P
D V Holdren, 254 W 7th st.....RS
D V Holdren, 254 W 7th st.....FS
W E Tripper, 116 S Wabash st.....LR
O E Fenimore, 310 N Broadway, L E & W Ry.....Ch
- 158 **STANDARD**, Detroit, Mich. American Eagle Temple, cor Bethune and Brush, 2d and 4th Thursdays, 7 p m.
W Zeller, 7555 Richmond av.....P
P D Gordon, 3032 Jacob av, Ham-tramck, Mich.....RS
C C Smith, 653 Bagu av, Ham-tramck, Mich.....FS
P D Gordon, 3032 Jacob av, Ham-tramck, Mich.....LR
L J Freeman, 4491 Humboldt av, G T Ry of Can.....Ch
- 159 **INTEGRITY**, McDonoughville, La. Gould Flre Co No 2 hall, 1st and 3d Thursdays, 8 a m, 2d and 4th Thursdays, 7:30 p m.
T P Clapp, Perrander and Monroe sts. P R Burnmaster, Box 50.....P
C L Hindelang, Box 36.....RS
C L Hindelang, Box 36.....FS
W J Brown, Adams st, T & P Ry.....Ch
- 160 **C J HEPBURN**, Evansville, Ind. 709 1/2 Main st, 2d and 4th Wednesdays, 7:30 p m.
J H Schlottman, 1507 E Franklin.....P
L A Meagher, c/o Y M C A.....RS
A E Partridge, 1517 Enlow av, R F D 4.....FS
J V Fitzsimmons, 532 Line st.....LR
P R Hardy, 1911 E Louisiana, St C & E J R R, Wm Hurst, 1132 N 10th st, Terre Haute, Ind, E I & T H R R.....Ch
- 161 **HERALD**, Burlington, Iowa. B of L F & E hall, Main and Jefferson sts, 2d and 4th Sundays, 10 a m.
D E Corwin, 415 Elm st.....P
E V Peel, 1017 S 7th st.....RS
E V Peel, 1017 S 7th st.....FS
E M Dielein, 620 Cedar st.....LR
W E Held, 308 S 7th st, C R & Q R R.....Ch
- 162 **PROSPECT**, Elkhardt, Ind. B of L F and E hall, 616 1/2 S Main st, 1st Sunday, 1st and 3d Tuesdays, 2:30 p m, 2d and 4th Tuesdays, 7:30 p m.
N A Bowman, 1619 Morton av.....P
G D Benner, 730 Middlebury st.....RS
G D Benner, 730 Middlebury st.....FS
C L Winebrenner, 1726 S Sixth st.....LR
P G Tillman, 224 Aspenwald av, N Y C (W).....Ch
- 163 **AETNA**, Pine Bluff, Ark. K of P hall, Saturdays, p m.
J G Wilson, 1907 E 8th av.....P
B F Ktmer, 1906 E 8th av.....RS
I F Magee, 1404 E 6th av.....FS
I F Magee, 1404 E Sixth av.....LR
J F Peterson, 1202 E 7th av, SE L S W Ry.....Ch
- 164 **SILVER MOON**, Mokane, Mo. Glover's hall, Sundays, 9:30 a m.
E B Benson.....P
F B Martin.....RS
J M Burch, 200 E Broadway, Columbia Mo.....P
H E Gregory, M K & T Ry.....Ch
- 165 **THREE RIVERS**, Paducah, Ky. Masonic bldg, 5th and Ry av, 2d and 4th Mondays, 10 a m.
J E Bailey, 421 Ohio st.....P
S H Lee, 1145 W Broadway.....P
F G Fox, 504 1/2 S 9th st.....FS
J E Bailey, 421 Ohio st, W.....LR
J B Ferguson, 1227 Jefferson st, N C & St L Ry.....Ch
- 166 **WM HUGO**, Huntington, Ind. B of L F and E hall, N Jefferson st, Tuesdays, 2:30 p m.
A Bluer, 377 W High st.....P
W M Young, 806 N Lafontaine st, RS C F Schenkel, 731 E State st.....FS
A A Bitner, 377 W High st.....LR
R E Kiser, 1832 N Cherry st, Erle RR C F Schenkel, 731 E State st, I S C.....Ch
- 167 **MOUNT HOOD**, Portland, Ore. Woodman hall, Russell st and Rodney av, 1st and 3d Tuesdays, 1:30 p m.
F Eaton, Umatilla, Ore.....P
E Gohns, 220 Knott st.....RS
P D Brinkman, 720 Overland Blvd., PS G Parrett, 131 1/2 10th st.....FS
W C Feldman, 738 1-2 Michigan, O W R R & N Co.....Ch

- 168 GUARO RAIL, N LaCrosse, Wis. Wambo hall, 1232 Caledonia st, 2d and 4th Mondays, 7:30 p m.
J C Keppen, 1611 Loomis st, La Crosse, Wis.
H S Bell, 1707 Wood st, LaCrosse, Wis.
H S Bell, 1707 Wood st, LaCrosse, Wis.
J F Kiling, 1216 Avon st, LaCrosse, Wis.
R T Brayton, 1436 Kane st, LaCrosse, Wis. C B & Q R R.
- 169 H G BROOKS, Hornell, N. Y. B of L hall, 90 Main st, Tuesday night.
L H Allen, 218 Vincent st.
L Van Schack, 140 River st.
L Van Schack, 140 River st.
E P Jones, 56 Elm st.
E M Fuller, 9 Crosby st, Erie R R.
- 170 PRAIRIE, Huron, S. O. Wheeler hall, 1st and 3d Sundays.
W G Grubbs.
C Metzger, 929 Utah st.
C Metzger, 929 Utah st.
L W Flower, 1496 Third st.
F L Perry, 506 Simmons av, C & N W Ry.
- 171 SUNBEAM, Truro, N. S. Can. McKay's hall, Ingalls st, 1st and 3d Saturdays, 2 p m.
H J Townsend, Brunswick st.
A S McLellan, Box 733.
A S McLellan, Box 733.
H J Townsend, Brunswick st.
H Boomer, Alice st, C N Rys (C G).
- 172 F G LAWRENCE, Ottawa, Ont. Can. Orange hall, 158 Gloucester st, 2d and 4th Fridays, 7:30 p m.
T Vickers, 107 1/2 Turner st.
E Creighton, 122 Bayswater av.
Ed Ashfield, 132 Cambridge st.
Ed Ashfield, 132 Cambridge st.
E Creighton, 125 Bayswater av, C P Ry.
- 173 PACIFIC, Winslow, Ariz. B of L F hall, Wednesdays, 1 p m.
W Stanley, Box 295.
M L Davis, Box 814.
Howard Bard, Box 617.
D J Wiley, Box 833.
C J Wiley, A T & S F Ry (C L).
- 174 HARRISBURG, Harrisburg, Pa. Frantz hall, 3d and Hamilton sts, 2d and 4th Wednesday evenings.
C F Gutschall, 2123 N 6th st.
H L Harris, 631 Dauphin st.
J H Williamson, 308 Rely st.
W K Fenstermacher, 1330 N 3rd st.
C M Elder, 509 Emerald st, Pa Co (E).
- 175 TAYLOR, Newark, Ohio. R of L F and E hall, 39 1/2 S 3d st, Wednesdays, 7:30 p m.
W C Baker, 135 N 4th st.
J J Pryor, 242 Indiana st.
J F Strand, 56 N Morris st.
J F Strand, 56 N Morris st.
R Rice, 568 E Main st, B & O R R.
- 176 MAIN LINE, Clinton, Ill. R of L F and E hall, Masonic bldg, Mondays, p m.
G Bayles.
Edw M Taylor, 1004 E Main st.
Edw M Taylor, 1004 E Main st.
C F Beck.
E M Taylor, 1004 E Main st, I C R R.
- 177 SUNSET, Marshall, Tex. Odd Fellows hall, W Austin st, every Wednesday, 7:30 p m.
K C Britton, 1006 E Houston st.
E S Hardy, 509 E Rusk st.
E S Hardy, 509 E Rusk st.
E S Hardy, 509 E Rusk st.
A C Nichols, 302 Lake st, T & P Ry.
R D Ward, care M & E T Ry.
- 178 SALT LAKE, Salt Lake City, Utah. K of P hall, Mondays, 8 p m.
J F Ryser, 520 Pugsley st.
P H Crawford, 956 W No Temple st.
J Cavanaugh, 548 N 2d, W.
W Fowler, Jr, 1119 Bryan av.
C L Caldwell, Shelton Hotel, O S L R R.
- 179 BEE HIVE, Lincoln, Neb. K of C hall, 12th and Pits, 2d and 4th Sundays, 2 p m.
E D Walker, 349 N 32d st.
D Carper, 1120 N 24th st.
D Carper, 1120 N 24th st.
F H Frickey, 1427 A st.
F H Frickey, 1427 A st, C B & Q R R.
- 180 CUMBERLAND, Plattsburg, N. Y. Fraternity hall, Margaret st, 1st and 3d Sundays, 2 p m.
M W Ingalls, 124 Bridge st.
W L Hammond, 47 Loraine st.
J L Simpson, 54 Charlotte st.
W L Hammond, 47 Loraine st.
W W Johnson, Box 115, Port Henry.
N Y L C & M R R.
- 181 WELLINGTON, Palmerston, Ont. Can. Firemen's hall, Main st, 1st and 3d Sundays.
W Everitt, Box 143.
J Haverson.
H W Ladd, Box 184.
T Lee, Box 39.
N A Dyer, G T Ry of Can.
- 182 MAGIC CITY, Roanoke, Va. Odd Fellows hall, Church av, Wednesdays, p m.
H H Burnett, 327 N Main bldg.
I W Avery, 2201 Orange av, N W.
E A Cahaniss, 1512 Patterson av, S W.
E A Cahaniss, 1512 Patterson av, S W.
A M Swann, 702 Center av, N W, N & W Ry.
- 183 LAKE SHORE, Collinwood, Cleveland, Ohio. I O O F hall, E 152d and Aspinwall sts, 2d and 4th Tuesdays.
C E Reeves, 991 E 141st st.
C A Knapp, 1031 E 1st st.
R O Bedford, 936 E 14th st.
C E Reeves, 991 E 141st st.
W H Beckwith, 13894 Earlewood rd.
N Y C (W).
- 184 LIMA, Lima, Ohio. Donze hall, 219 1/2 S Main st, 1st and 3d Fridays, 2 p m.
2d and 4th Fridays, 7:30 p m.
W A Light, 10 Central Bldg.
C G Wrigley, 420 Ewing av.
I T Sterrett, 426 S Scott st.
T Sterrett, 426 S Scott st.
C G Wrigley, 420 Ewing av, B & O Ry Ch.
- 185 FIDELITY, Oelphos, Ohio. Red Men's hall, N Main st, 1st and 3d Wednesdays, 7:30 p m, 2d and 4th Sundays, 1:30 p m.
W T Clark, 204 W 6th st.
R J Ervin, 126 E 6th st.
R J Ervin, 126 E 6th st.
A C Hutchinson, 653 Washington av, Frankfort, Ind.
A C Hutchinson, 653 Washington av, Frankfort, Ind. T, St L & W R R.
- 186 COLUMBUS, Columbus, Miss. Wednesdays, 7:30 p m.
H O Cummings, 202 14th st & 2d av.
H O Cummings, 202 14th st & 2d av.
N R.
N R Bridges, Box 241, Winona, Miss.
W G Payne, 1305 College st.
J C Ebersoll, West Point, Miss. M & O R R.
- 187 LITTLE GIANT, Charleston, Ill. K of P hall, 1st and 3d Sundays, 2:30 p m.
J Pauley, 15 9th st.
O F Henry, 403 Vine st.
O F Henry, 403 Vine st.
N A Sevson, 2617 Prairie av, Mattoon, Ill.
C L Byrse, 213 4th st, T St L & W R R.
- 188 GEO GOOING, Chicago, Ill. Central Park (Hawthorne), Lake and Francisco sts, 1st and 2d Tuesdays.
J Arcus, 841 N Mozart st.
G A Keller, 1752 N Karlov av.
R T Dixon, 1026 N Richmond av.
G A Keller, 1752 N Karlov av.
R V Dillen, 3114 Warren av, C M & St P R R.
- 189 BALOWIN, Green Bay, Wis. Deprey's hall, 709 S Broadway st, 1st and 3d Sundays, 2 p m.
H H Huber, 308 S Quincy st.
F M Nemick, 836 Hubbard st.
F Nemick, 836 Hubbard st.
E P Kelleher, 308 S Quincy st.
R C Hetherington, 1202 School Pl, C M & St P Ry.
- 190 FERGUSON, Sanborn, Iowa. Firemen's and Engineers' hall, Combination block, Main st, 1st and 3d Sundays, 1:30 p m.
W Jull, Box 401.
B N Merriam.
R J Whalen.
R J Whalen, C M & St P Ry.
- 191 CUSTER, Livingston, Mont. Masonic Temple, 2d and Park sts, Wednesdays, 2 p m.
- H M Davidson, 121 S H st.
F H Goodson, 112 S D st.
J G Chaffee, 506 W Front st.
A M Pippenger, 211 S H st.
A M Pippenger, 211 S H st, N P Ry. Ch.
- 192 MT TACOMA, Tacoma, Wash. I O O F hall, E C and 25th sts, 2d and 4th Tuesdays, 8 p m.
J F Hall, 310 E 29th st.
C Gappa, 318 E 31st st.
C Gappa, 318 E 31st st.
H Riedl, R F D 4, Box 309c.
H Riedl, R F D 4, Box 309c, N P Ry.
- 193 J B MAYNARD, Portland, Ore. Labor Temple, 1st and 3d Mondays, 8 p m.
J R Sweeney, 727 E 10th st.
H Darrah, 822 Corbett bldg.
H Darrah, 822 Corbett bldg.
O A Copeland, 1077 E 20th st.
H R Rix, 1201 E Sherman st, S P (Pac Sys).
F O N Olean, 59 E 84th st.
N P T Co of O.
- 194 BONANZA, Missoula, Mont. Union hall every Wednesday, 8 p m.
Wm Hoffman, 1436 Cooper st.
F O'Donnell, 1436 Cooper st.
O P Clark, 122 E Cedar st.
F O'Donnell, 1436 Cooper st.
N F Raskob, 416 N 4th st, N P Ry. Ch.
- 195 RE-ECHO, Montpelier, Idaho. I O O F hall, 2d and 4th Saturdays, p m.
M P Williams, Box 243.
C E Grung, Box 37.
Wm Hughes, Box 51.
H Ganahl, Box 243.
H Ganahl, O S L R R.
- 196 OWNERS GROVE, Chicago, Ill. Vorwaerts Turner hall, 2431 W Roosevelt rd, 1st and 3d Mondays, 8:30 p m.
A Felde, 238 Hinsdale av, Hinsdale, P.
J Renner, 1822 S Fairfield av.
C M Doyle, 2706 W 15th Pl.
D McCarthy, 3405 W Congress st.
C McCarthy, 4031 West End st, C B & Q R R.
- 197 RIVERSIDE, Savanna, Ill. Engineers' hall, Main and Jefferson sts, 1st and 3d Mondays, 2 p m.
M E Barrett, 611 Chicago av.
J Brock, Chicago av.
O Ritchie, 1112 N Main st.
J Brock, Chicago av.
H J Hummel, R R 4, C M & St P Ry. Ch.
- 198 MAPLE CITY, Massillon, Ohio. Kelter hall, 1st and 3d Mondays, 7:30 p m.
2d and 4th Sundays, 3:30 p m.
S H McGinness, Justus, Ohio.
J E Yocum, 709 Henry st.
L J Englehardt, 11 S Lincoln av.
S H McGinness, Justus, Ohio.
L W Magee, Box 873, Brewster, Ohio.
W & L E Ry.
- 199 YOUNGSTOWN, Youngstown, Ohio. Bushnell hall, 127 W Federal st, 1st and 3d Mondays, 7:45 p m.
W T McLaughlin, 196 St Louis av.
H Nichol, 408 Warren av.
H Nichol, 408 Warren av.
W T McLaughlin, 196 St Louis av.
J D Walker, 82 E Evergreen st, E R R.
- 200 FAITH, Meridian, Miss. Central Trade Council hall, 221 av, 2d and 4th Wednesdays.
J P Poole, 3608 Eighth st.
R J Trawick, 3121 Seventh st.
R J Trawick, 3121 Seventh st.
C E May, 3316 7th st, S Ry.
C E May, 3316 7th st, S Ry. W F Newsom, Box 128, M & O R R.
- 201 FRIENDLY HANO, Jackson, Tenn. Co-operative hall, 110 Liberty st, 2d and 4th Thursdays, 2:30 p m.
R F Fitzgerald, 725 E Chester st.
H E Hair, 431 Jackson st.
R F Fitzgerald, 725 E Chester st.
J A Fitzgerald, 725 E Chester st.
J H Driver, M & O R R.
- 202 SCIOTO, Chillicothe, Ohio. Merkle hldg, E Main st, 1st Sunday, 9:30 a m, and 3d and 5th Sundays, 7:30 p m.

- C C Graves, 720 E 2d st.F
D A Cadden, 153 E 5th st.RS
D R Bergman, 272 S Hickory st.FS
R B Polen, 320 E Water st.LR
R B Polen, 320 E Water st, B & O
R R.Ch
- 203 GARFIELD, Garrett, Ind. B of L F
and E hall, Randolph st, Mondays, 2
p m.
C W Iler.P
C N McCully, 212 S Britton st.RS
C A Smith.FS
C N McCully, 212 S Britton st.LR
C D Maxwell, B & O R R.Ch
- 204 COTTON BELT, Jonesboro, Ark. A O
U W hall, 230½ Main st. 1st and 3d
Sundays, 2 p m.
F Davidson, New Haltom Addt.P
A A Golin, 125 S Fisher st.FS
A A Golin, 125 S Fisher st.RS
L E Spriggs, 219 S Alice st.LR
H H Pruett, 418 Haltom st, St L S W
Ry.Ch
- 205 FLOWER OF THE WEST, Topeka,
Kan. K P hall, 6th and Quincy sts, 1st
and 3d Sundays.
H R Conwell, 306 Taylor st.P
C E Hempstead, 739 Horne st.RS
William Blair, 506 Wabash st.FS
H R Conwell, 302 Taylor st.LR
C E Hempstead, 729 Horn st, A T &
S F Ry.Ch
- 206 FORT PICKERING, Memphis, Tenn.
Dugan's hall, Iowa and Pennsylvania
sts, 2d and 4th Wednesdays, 8 p m.
T S Smith, 308 W Iowa st.P
J N Pratt, 295 W De Soto av.RS
J N Pratt, 295 W De Soto av.FS
H V Spencer, Frisco Roundhouse.LR
T S Smith, 308 W Iowa st, St L S
F Ry.Ch
- 207 LOYAL, Meadville, Pa. B of L F and
E hall, 912 Water st, Thursdays, 2:30
p m.
W L Wilson, 1095 S Cottage st.P
A W Collom, 491 Walnut st.RS
A W Collom, 491 Walnut st.FS
A W Collom, 491 Walnut st.LR
L M Desher, 1117 Market st, Erie
R R.Ch
- 208 PENNSYLVANIA, Susquehanna, Pa.
K of C hall, cor Main and Exchange
sts, 1st and 3d Saturday, evenings.
J A Graves, 102 Grand st.P
D Cregan, 24 Stuyvesant, Binghamton,
N Y.RS
J A Graves, 102 Grand st.FS
L M Vescott, Wilson av, Oakland
side.LR
F H Royce, 413 Pine st, E R R.Ch
- 209 SARATOGA, Whitehall, N Y. B of L
F and E hall, 1st and 3d Wednesdays, 8
p m.
L E Prable, Mountain Sheet.P
J H Brooks, 22 Kirkland av.RS
W J Boyd.FS
A D Jiffson, 44 William st.LR
J Ames, 80 West st, D & H Co.Ch
- 210 I R-K, Schenectady, N Y. Trades As-
sembly hall, State st. 2d and 4th
Wednesdays, 8 p m.
C J Hango, 231 Av.P
C J Blaser, 7 Mendota st.RS
Wm C Pepper, 14 Gillespie st.FS
H A Blaser, 404 Hullkett st.LR
C J Hango, 231 Av, A N Y C (E).Ch
- 211 ONOKO, South Easton, Pa. P O S
of a hall, Holt and Center sts, 1st and
3d Sundays, 2 p m.
C Walters, 522 Valley av, Easton, Pa. P
S O Richards, 207 Glendon Heights,
Easton.RS
H Peifer, 1125 Butler st, Easton.FS
H Peifer, 1125 Butler st, Easton.LR
C W Wieser, 424 Pron st, Easton L V
R R.Ch
- 212 EMPIRE, Watertown, N Y. I O O F
Temple, Stone st. 2d Sunday, 2:30 p m,
4th Monday, 7:30 p m.
F G Krickmire, 173 Seder st.P
F T Krickmire, 215 Michigan av.RS
T H Lynch, Mill and Main sts.FS
A H Walte, 712 Davison st.LR
B A Lingenfelter, 418 Arsenal st, N
Y C (E).Ch
- 213 WEST SHORE, Syracuse, N Y. Pyth-
ian hall, Bastable bldg, E Genesee st,
Tuesdays, 2 p m.
- R A Mitchell, 408 S Crouse av.P
A H Iber, 111 Melrose av.RS
J W Caldwell, 203 Union bldg.FS
H T Curry, 104 Ashdale av.LR
J W Caldwell, 203 Union bldg, N Y
C (E).Ch
- 214 BALTIMORE, Baltimore, Md. Hunt-
ington hall, Huntington av and 25th
st, 1st Tuesday, 10 a m, 2d and 4th
Fridays, 8 p m.
W P Norris, 301 Wymans Park dr.P
H F Wilson, 1501 Ennor st.RS
P W Edwards, 2627 Huntington av.FS
W D Feldmeyer, 3101 E Fairmount av LR
H S Sheffer, 2918 Huntington av. P
Co (E).C A McBe, 2405 Lauretta
av, W M R R.J A Ropp, 1633
E Preston st, C R R.E S Willis,
Delta, Pa, M & P.Ch
- 215 EAST ALBANY, Rensselaer, N Y.
Fraternity hall, 1067 Broadway, 1st, 3d
and 5th Wednesdays, 8 p m.
W Daley, 20 Glen st.P
W H Ravlinis, 340 2d st.RS
R Murphy, 1359 3rd st.FS
W Hennessy, 15 Liberty st, Troy, N
Y.LR
W E Hennessy, 15 Liberty st, Troy, N
Y, N Y C (E).R Murphy, 1359
3rd st, R & A R R.Ch
- 216 LYON BROOK, Norwich, N Y. An-
drews' hall, S Road st, 1st Sunday, 3
p m, 3d Monday, 8:15 p m.
J G Ockerman, 16 Combs st.P
M Planagan, 410 Morse av.RS
A Karlson, 50 Sheldon st.FS
F King, Canawasta st, N Y O & W
Ry.Ch
- 217 BELLEVILLE, E St Louis, Ill. I O
O F Temple, 7th and St Louis av, 2d
and 4th Sundays, 2 p m.
E A Aitken, 315 N 10th st.P
N E Windsor, 109 N Oak st, Belleville,
Ill.RS
C T Dillard, 1025 Tudor av.FS
H A Foley, 3101 Market st.LR
P R Hille, 505 Converse av, I C R R.Ch
- 218 PIKES PEAK, Colorado Springs, Colo.
W O W hall, Colorado av and 25th st,
2d and 4th Sundays, 5 p m.
F V Malone, 2520 W Pikes Peak av.P
Wm Britzman, 220 N Walnut st.RS
Wm Britzman, 220 N Walnut st.FS
W Hardy, Gen'l Del, West End Sta. LR
H C Gosling, Gen'l Del, Manitou, Colo.
M & P P Ry.C H Prosser, 2216
W Pikes Peak av, M T Ry.Ch
- 219 GETTYSBURG, Pittsburgh, Pa. I O
O F hall, cor Beaver av and Junata
st, 1st and 3d Fridays, 8 p m.
A G Grosskopf, 1320 Sigel st, N S,
Pittsburgh, Pa.P
J H Adams, 1320 Columbus av, N S,
Pittsburgh, Pa.RS
F Braun, 1916 Manhattan st, N S,
Pittsburgh, Pa.FS
C L Carner, 1716 Manhattan st, N S,
Pittsburgh, Pa.LR
C P Wilson, 1702 Brighton rd, N S,
Pa Co (W).Ch
- 220 PROVIDENT, Sunbury, Pa. R of R
hall, Yarnall bldg, Market st, 2d and
4th Mondays, 7:30 p m.
J V McClain, 439 N 2nd st.P
A G Townsend, 836 Ft Augusta av.RS
A G Townsend, 836 Ft Augusta av.FS
A G Townsend, 836 Ft Augusta av.LR
F J Hewitt, 1020 Susquehanna av,
Pa Co (E).Ch
- 221 HURON, Sarnia, Ont, Can. S O E
hall, N Front st, Fridays, 3:30 p m.
J M Palmer, 181 Katchewan av.P
W E Palmer, 527 Confederation st.RS
Wm Kerr, 125 Alfred st.FS
J McMillan, 146 Crawford st.LR
R Holland, 327 Confederation st G T
Ry of Can.Ch
- 222 WEBSTER, Ft Dodge, Iowa. A O I
W hall, West Mason block, sit and 3d
Sundays, 2:30 p m.
E Sinclair, 508 2nd av, S.P
R C Hinton, 1127 S 18th st.RS
R Gamper, 912 S 17th st.FS
R Gamper, 912 S 17th st.LR
G J Sawyer, 1012 16th av, S, I C R
R & S L R R.Ch
- 223 GREEN VALLEY, Grafton, W Va.
Co-Operative hall, Laroue st, 1st and
3d Sundays, 2 p m, 2d and 4th Mon-
days, 7:30 p m.
J O Hamilton, 211 Third st.P
C E Hardman, 25 W St Charles st.RS
- C E Hardman, 25 W St Charles st.FS
O Merrells, Mason, W Va.LR
H E Knight, 303 Beech st, B & O
R R.Ch
- 224 T C BOORN, Melrose, Minn. K of P
hall, 1st Sunday, 9:30 a m, 3d Sunday,
2 p m.
J C Gelsen, 308 W Main st.P
J H Spies, 318 Riverside av.RS
J H Spies, 318 Riverside av.FS
G B Gartner, Box 451.LR
A D Garon, 324 1st av, S W, G N Ry. Ch
- 225 SUPERIOR, Ft William, Ont, Can.
Trades and Labor hall, 124 Finlayson
st, 1st and 3d Thursdays, 20 k.
C J Malone, 138 Linden st.P
W J Lightfoot, 233 Pruden st.RS
J E Wright, 431 Prince Arthur Blvd.FS
P Dargave, 624 Wiley st.LR
J Shaw, 233 Finlayson st, C P Ry.Ch
- 226 MAGNOLIA, Ennis, Texas. W O W
hall, 2d and 4th Mondays, 2:30 p m.
F T Collins, Box 104.P
C F Moser, 204 W Tyler st.RS
C S Morton, 1007 N McKinney st.FS
R R King, 408 W Lendon st.LR
R R King, 408 W Lendon st, S P
(Ad Sys).Ch
- 227 MAGNET, Binghamton, N Y. I O O
F hall, 209 Chango st, 2d and 4th
Wednesdays 7:30 p m.
J F Dow, 29 Euclid av.P
G E Warner, 18 Williams st.RS
J A Spencer, 131 Gaylord st.FS
C J Malone, 18 William st.LR
E E Keefer, 7 Andrews av, D & H
Co.Ch
- 228 SCRANTON, Scranton, Pa. Washing-
ton hall, N Main av, 1st and 3d Sun-
days, 2 p m.
J C Kiefer, 1024 Capouse av.P
J C Kiefer, 520 Elm st.RS
M F Davern, 318 Railroad av.FS
C H Kiefer, 520 Elm st.LR
H Kinkel, 124 S Lincoln av, D L
& W R R.Ch
- 229 RICKARD, Utica, N Y. Labor Tem-
ple, Charlotte and Devereaux sts, 1st
and 3d Fridays, 8 p m.
J D Creedon, 1306 Rutgers st.P
H J Lynch, 702 Rutzer st.RS
A J Chambers, 1136 McQuade av.FS
F W Madden, 504 Racon st.LR
A J Chambers, 1136 McQuade av, N Y
C (E).Ch
- 230 ALBANY CITY, Albany, N Y. 206
Washington av, 1st and 3d Thursdays,
7:30 p m.
C E Laing, 194 Central av.P
G G Hausmann, 464 Livingston av.RS
G G Hausmann, 464 Livingston av.FS
C E Laing, 194 Central av.LR
G Kirschner, 541 1st st, N Y C (E).Ch
- 231 WILMINGTON, Wilmington, Del. Eden
hall, 4th floor, 1st and 3d Sundays, 2 p
m, 2d and 4th Fridays, 8 p m.
P S Crowley, 1017 Kirkwood av.P
H W Jones, 2804 Market st.RS
H P Lloyd, 2808 Market st.FS
G Seaman, 1208 Maryland av, P & R
Ry.P S Crowley, 1017 Kirkwood
st, P Co (E).Ch
- 232 LUCKY THOUGHT, Middletown, N Y.
Engle hall, Linden av, 2d and 4th Sun-
days, 10 a m.
H J Funnell, 30 Knapp av.P
Wm H Tidback, 49 Prospect av.RS
F Weyrauch, 35 Oden st.FS
C M Johnson, 23 Roosevelt av.LR
H J Funnell, 30 Knapp av, N Y O &
W Ry.Ch
- 233 GLAD TIDINGS, Moncton, N B, Can.
Orange hall, Main st, 1st Sunday, 1:30
p m, 3d Tuesday, 7:30 p m.
P B Kay, 83 Wesley st.P
John McLean, 227 Weldon st.RS
T O Jenner, 22 Park st.FS
J F Caine, 1205 Main st.LR
R E Linden, 1121 Dufferin st, C N
Rys (C G).S L Harroun, Mlmes
Jct Rd, Spring Hill, N S C Ry & Ch
Co.Ch
- 234 NORTH BAY, North Bay, Ont, Can.
R of L E hall, Thursdays, 2:30 p m.
G F Smith, Box 638.P
H Smith, Box 638.RS
H Smith, Box 638.FS
R King, Box 58.LR
R King, Box 58, C P Ry.C Calway,
Gen Del, Sudbury, Ont, A E Ry.Ch

- 235 FORT PITT, Pittsburgh, Pa. Orange-man hall, 4203 Penn av, 2d and 4th Sundays, 9 a m.
A McKee, 533 Gross st.....P
H Lees, 7247 Hermitage st.....RS
J L Freeman, 5467 Broad st.....FS
J H Duxbury, 226 Willing st.....LR
J H Duxbury, 226 Willing st, P Co (E).....Ch
- 236 HINTON, Hinton, W Va. Big Four Brotherhood hall, 2d and 4th Mondays, 1:30 p m.
R C Richmond, 423 Ballegee st.....P
G W Coleman, 504 Ballegee st.....RS
G W Coleman, 504 Ballegee st.....FS
G W Coleman, 504 Ballegee st, C & O R R.....LR
S V R R.....Ch
- 237 CENTRAL PARK, Chicago, Ill. Red Men's hall, 4126 W Lake st, 1st Monday, 7:30 p m, 43d Wash Blvd.....P
P H Lynch, 4356 Madison st.....P
J Solberg, 4320 Park av.....FS
Y J Merriman, 4159 Washington bldg, LR J Solberg, 4320 Park av, C & N W Ry.....Ch
- 238 PLAIN CITY, Paducah, Ky. Odd Fellows' Home, S 5th, between Kentucky av and Washington st, Thursdays, 7:30 p m.
J B Phipps, 705 S 3d st.....P
J Gourieux, 1043 Trimble st.....RS
C Loyd, 1123 Broadway.....FS
J Mercer, 1829 Guthrie av.....LR
W E Smith, 1032 Madison st, I C R R.....Ch
- 239 REDWOOD, Eureka, Cal. Union Labor hall, 2d st, between G and H sts, 1st and 3d Sundays, 9:30 a m.
R Fletcher, care of N W P Ry.....P
G H Ohlendick, Box 5, Samoa, Cal.....RS
G H Ohlendick, Box 5, Samoa, Cal.....FS
J A Warren, 114 W Cedar st.....LR
R W Melendy, 811 M st, N W P R R.....Ch
- 240 GILBERT, Jackson, Mich. John Webb hall, S Mechanic st, Monday afternoons.
V A Leavy, 1330 E North st.....P
A W Turner, 806 1st st.....RS
W S Long, 1415 E Main st.....FS
W S Long, 1415 E Main st.....LR
R L Pier, 128 Wall st, M C R R.....Ch
- 241 LAKE ERIE, Buffalo, N Y. Blacks hall, Clinton and Hickory sts, 1st and 3d Wednesdays.
J S Miloy, 12 Elton Pl.....P
R F McWhorter, 45 Marlemon av.....RS
C G Teal, 41 Ferguson st.....FS
L J Schmidt, 213 Burgard pl.....LR
L J Schmidt, 243 Burgard pl, N Y C (W).....Ch
- 242 LIBERTY, Elmira, N Y. I O O F hall, Church st and Madison av, 1st and 3d Wednesdays, 7:30 p m.
C W Albertson, 1039 Walnut st.....P
A L Smith, 1309 Pratt st.....RS
G E Smith, 1255 College av.....FS
W H McConnell, 358 Stephens pl.....LR
C H Clark, 336 W Center st, D L & W R R.....E J Jones, Blossburg, Pa, E R R.....Ch
- 243 J H SELBY, Texarkana, Tex. W O W hall, 816 Sute st, 2d Sunday, 1:30 p m, 2d and 4th Wednesdays, 7:30 p m.
R J Smallwood, 1323 W 5th st.....P
W W Kirkland, 834 Dudley av.....RS
W W Kirkland, 834 Dudley av.....FS
L L Tanner, 815 Wood st.....P
L L Tanner, 815 Wood st, T & P Ry.....LR
C C Leitcher, 618 Washington C Nashville, Ark, M D & G R R.....R
Catterton, 192 S 26th st, Paris, Tex, P & Mt P R R.....Ch
- 244 SANTA FE, Pueblo, Colo. Labor Temple hall, No. 3, 2d and 4th Fridays, 7:30 p m.
O M Smith, Amherst Hotel.....P
H C Webster, 821 W 14th st.....RS
H C Webster, 821 W 14th st.....FS
C A Kemp, 1019 W 13th st.....LR
O M Smith, Amherst Hotel, A T & S F Ry.....Ch
- 245 APACHE, E Las Vegas, N M. Labor hall, Douglas av, Tuesday afternoons.
E H Keeler, 1 Grand av.....P
G M McGuire, 9 Grand av.....P
B M Bennett, Box 343.....RS
H C King, 719 Jackson.....FS
G M McGuire, 9 Grand av, A T & S F Ry.....Ch
- 246 MACON, Macon, Ga. Lackey's hall, 4th and Elm sts, 2d Sunday, 7:30 p m, 4th Sunday, 2 p m.
H M Goldwire, 1530 2d st.....P
W T Latham, 105 Charles st.....RS
C E Langston, 1305 2d st.....FS
L C Kirven, 9 Park pl.....LR
J J Womack, 704 Anderson st, S Ry W P Copsa, 2001 3d st, M D & S R R.....E B Baisden, 608 2d st, C of G Ry.....Ch
- 247 KENNESAW, Atlanta, Ga. Bell Bldg, 431 Marietta st, Sundays, 3 p m.
H O Teat, 178 Central av.....P
T B Pinkston, 209 Harris st, East Point, Ga.....RS
T B Pinkston, 209 Harris st, East Point, Ga.....FS
J G Bell, 124 Miles av.....LR
H T Pratt, Naticka pl, Route 97, N C & St L Ry.....F H Ginn, 426 Flat Shoals av, A J T.....Ch
- 248 WESTERN RESERVE, Ashtabula, O. 3d floor, Newberry bldg, Main and Center sts, 2d Monday, 7:30 p m, 4th Sunday, 1:30 p m.
H Richards, 33 Hall av.....Act P
R H Bennett, 27 Bell st.....RS
A A Amner, 21 Parsons st.....P
A A Amner, 21 Parsons st.....FS
R C Eller, 72 1-2 Benefit st, N Y C (W).....J O Wesse, 17 Perry st, Pa Co (W).....R W Himes, Clarion, Pa, L E F & C R R.....Ch
- 249 COON VALLEY, Valley Junction, Iowa. Masonic hall, 2d and 4th Mondays, 2 p m.
W C Spencer.....P
T Nelson, 625 7th st, L B 172.....RS
T Nelson, 625 7th st, L B 172.....FS
T Nelson, 625 7th st, L B 172.....LR
J B Van Leuven, Box 404, C R I & P Ry.....Ch
- 250 GOLDEN LINK, Wilkesbarre, Pa. Odd Fellows' hall, 21 S Franklin st, 1st and 3d Sundays.
H Rustay, 265 Wyoming st.....P
Chas Howarth, 325 N Grant st.....RS
J E Marley, 18 Kider st.....FS
J E Marley, 183 Kider st.....LR
Wm Mann, 326 Scott st, D & H Co E Meehan, 542 N Penn av, L V R R.....T Hogan, 48 Chestnut st, Natick, Pa, Pa Co (E).....Ch
- 251 LEHIGH, Upper Mauch Chunk, Pa. Malta hall, 419 Center st, 1st and 3d Sundays, 2 p m.
H Wright, Center st, Mauch Chunk, Pa.....P
W Tobias, 94 North st.....RS
J J Johnson, 37 South st, Mauch Chunk, Pa.....FS
E E Steigewalt, N 8th st, Lehighton, Pa.....LR
E E Steigewalt, N 8th st, Lehighton, Pa, C R R of N J.....Ch
- 252 COLUMBIA, Columbia, Pa. Bucher bldg, Locust st, above 4th, st and 3d Sundays, 1:30 p m.
G G Rogers, 131 S 3rd st.....P
J E Leithiser, 603 Walnut st.....RS
F C Bittner, 203 S 8th st.....FS
G G Rogers, 131 S Third st.....LR
H E Hull, 411 Walnut st, Pa Co (E).....Ch
- 253 TRENTON, Trenton, N J. Concordia hall, 33 W State st, 1st Sunday, 7 p m, 3d Sunday, 10 a m.
J Lees, 773 State st.....P
R B Pidcock, 353 Bert av.....RS
T H Olmstead, 446 S Olden av.....FS
A Warwick, 25 W 4th st.....LR
R B Pidcock, 353 Bert av, Pa Co (E).....Ch
- 254 CLIMAX, Norfolk, Neb. Railway hall, S 1st st, 2d Wednesday, 2 p m, 4th Wednesday, 8 p m.
G T Hundt, 310 Prairie av.....P
L E Waddick, 501 S 9th st.....RS
C H Nelson, 701 S 4th st.....FS
J A Kuhn, 426 S 4th st.....LR
J E Hourigan, 907 S 1st st, C & N W Ry.....Ch
- 255 CANAL CITY, Arkansas City, Kas. I O O F hall, 201 1/2 W 5th av, Wednesdays, 2 p m.
C E Moran, 602 S "A" st.....P
S R Powers, 408 S "B" st.....RS
E A Holland, 1020 S "B" st.....FS
W C Kelsor, 1412 W 8th st, Topeka, Kas.....LR
E B Coker, 626 So C st, A T & S F Ry.....Ch
- 256 HIGH LINE, Como, Colo. I O O F hall, Mondays, 2:30 p m.
W E Gallagher, Cor 10th and Poplar sts, Leadville, Colo.....P
J D Miller, Box 68.....RS
J D Miller, Box 68.....FS
W E Gallagher, cor 10th and Poplar, Leadville, Colo.....LR
A A Anderson, C & S Ry.....Ch
- 257 SHENANGO, Greenville, Pa. St Johna hall, Canal st, 1st and 3d Sundays, 3 p m.
C R Dunlap, Box 682, Shenango, Pa.....P
S E Wick, 304 Clinton st.....RS
L R Leick, 102 N Main st.....FS
R D Emmett, 75 Stewart av, B & L E R R.....Ch
- 258 INTERIOR, Kamloops, B C, Can. I O L hall, Lansdowne st, 2d and 4th Wednesdays, 2 p m.
H Embree.....P
F Vercker, Box 380.....RS
A E Haigh, Box 380.....FS
A E Haigh, Box 380.....LR
S Hamilton, C P Ry.....T Shepherd, Gen Del, C N Rys (CN).....C H Tupper, Penticton, B C, K V Ry.....Ch
- 259 O J CHASE, Ashland, Wis. Eagles' hall, 513 2d st, W, 1st and 3d Sundays, 2:30 p m.
R J Saretzky, 501 3d st, East.....P
Wm Buckley, 714 Ellis av.....RS
Wm Buckley, 714 Ellis av.....FS
Wm Buckley, 714 Ellis av.....LR
J Verbracken, 716 3d av, E, M St P & S Ste M Ry.....Ch
- 260 CALIFORNIA, Sacramento, Cal. Red Men's hall, 10th st, between I and J sts, 2d and 4th Wednesdays, p m.
Geo F Marcella, 310 19th st.....P
R L Hatfield, 701 O st.....RS
M I Fisher, 2719 S st.....FS
E D Lowell, 1714 15th st.....LR
E D Lowell, 1714 15th st, S P (Pac Sys).....Ch
- 261 MAGOALENA, San Marcial, N M. K of P hall, Wednesdays, 2 p m.
B E Bonar.....P
W T Bryant, Box 201.....RS
W T Bryant, Box 201.....FS
L I Ve Verka, Santa Fe Roundhouse, LR H I Stephens, A T & S F Ry.....Ch
- 262 QUEEN CITY, Toronto, Ont. Can. St James hall, Dundas st and Pacific av, 1st Tuesday, 2d and 4th Sundays, 2 p m.
G E Burke, 200 Midland st, W To-ronto, Ont.....P
G Bond, 154 Quebec av, W Toronto, Ont, Can.....RS
G Bond, 154 Quebec av, W Toronto, Ont, Can.....FS
H B Crswford, Trenton, Ont.....LR
G Bond, 154 Quebec av, W Toronto, Ont, Can, C P Ry.....Ch
- 263 ALAMO, San Antonio, Tex. Rleden's hall, 1st and 3d Tuesdays, 8 p m, 2d and 4th Tuesdays, 1 p m.
H H Stone, 124 Keller st.....P
C M Willard, 1305 W Houston st.....RS
G Relchert, 1716 Durango st.....FS
L Fortune, 1225 Lake View av.....LR
L Fortune, 1225 Lake View av, I & G N Ry.....H D Smith, 1823 W Commerce st, S A U & G R R.....Ch
- 264 J K GILBREATH, Butte, Mont. Roger block, 39 1/2 E Park st, 1st and 3d Mondays.
Adolph Locker, 39 1/2 E Park st.....P
G W Bowen, S Butte Sta.....RS
G W Bowen, S Butte Sta.....FS
G W Bowen, S Butte Sta.....LR
J V Sullivan, 349 1-2 E Broadway, N P Ry.....Ch
- 265 GRANO RIVER, Grand Rapids, Mich. K of P hall, Madison sq, 1st and 2d Sundays, 9:30 a m.
V Leatherman, 850 Division av.....P
C Stecker, 453 Hall st, S E.....RS
C Stecker, 453 Hall st, S E.....FS
H J McKenna, 533 Union st, S E.....LR
H J McKenna, 533 Union st, S E P M Ry.....Ch
- 266 JOHN HICKEY, Green Bay, Wis. Empire hall, Walnut and Washington sts, 2d and 4th Sundays, 1:30 p m.
A P Hanson, 513 Hubbard st.....P
S L Sobush, 935 Kellogg st.....RS
S L Sobush, 935 Kellogg st.....FS
R Emper, 920 N Maple av.....P
R Emper, 920 N Maple av, C & N W Ry.....P Ottersson, 534 3d st, G B & W R R.....G J Prast, Shawano, Wis, W & N R R.....Ch

267 ENDEAVOR, Algiers, La. Renecky's hall, Patterson and Vallette sts, 1st and 3d Monday, 9:30 a m; 2d and 4th Mondays, 8 p m.
S H Power, 604 Pacific av, New Orleans, La.
A Newby, 547 Vallette st.
G H Suchand, 401 Pacific av.
C Aultman, 252 Vallette st.
C C Addington, 1010 Veret st, S P (Atl Sys)
268 OVER THE TOP, Corning, Ohio. I O O F hall, 1st Monday, 7 p m, 3d Sunday, 12:30 p m.
A A Atkinson.
J A McNally, Box 431.
E A Rowland.
C H Trickett.
J A McNally, Box 431, T & O C Ry.
269 ROSEDALE, Toronto, Ont, Can. Players hall, Danforth and Broadview av, 1st and 3d Sundays, 2:30 p m.
G Ward, 2093 Gerrard st, E.
W J Hay, 3 West av.
E Spademan, 201 Hansen av.
H Faulkner, 479 Danforth av.
W G Faulkner, 474 Danforth av, C N Rys (CN)
270 MINNEAPOLIS, Minneapolis, Minn. I O O M hall, 43 4th st, 2d Sunday, 2:30 p m, and Monday after 4th Sunday, 7:30 p m.
H W Myers, 2527 25th av S.
Wyzee Rissman, 224 Walnut st, St Paul, Minn.
H E Thayer, 2444 Hiawatha av.
W A Rissman, 224 Walnut st, St Paul, Minn.
J W Peterson, 2115 E 31st st, C M & St P Ry.
271 PORT MORRIS, Netcong, N J. 1st and 3d Mondays, 7:30 p m.
J L Smith.
J C Wemple.
R W Stout, R F D. Flanders, N J.
F A Bondemore, Port Morris, N J.
J C Wemple, D L & W R R.
272 WILSON, Hampton, N J. Albright's hall, Main st, 1st and 3d Sundays, 1:30 p m.
E Bailey.
E B Ort.
M J Ervin.
M J Ervin.
M J Ervin, C R R of N J.
273 OENVER, Oenver, Colo. Woodmen hall, 6th av and Santa Fe dr, 2d and 4th Tuesdays.
B F Kerr, 211 S Pennsylvania st.
C C Rummus, 878 Kalamath st.
F J Cunningham, 241 Galapago st.
E E Desserich, 258 Inca st.
E E Desserich, 258 Inca st, D & R G R R.
274 JACKSON, Clifton Forge, Va. J O U A hall, Ridgeway st, 1st and 3d Thursdays, 9:30 a m.
D M Dollman, 51 Church st.
J W Cowherd, 168 W Pine st.
H H Gore, 198 Ridgeway st.
L Kessler.
A L Wade, 125 Roxbury st, C & O Ry.
275 CHICAGO, Chicago, Ill. Central Park halls, LaSalle st and Francisco av, 2d and 4th Mondays, 7:30 p m.
E J Edgar, 3917 Montrose Blvd.
M E Asaklen, 1847 N Monticello av.
C P Kutznar, 2301 Clifton Park av.
E J Edgar, 3917 Montrose Blvd.
N B Krohn, 3445 Franklin Blvd, C & N W Ry.
276 L R SKINNER, Buffalo, N Y. Ebke's hall, Lovejoy and Gold sts, 2d and 4th Mondays, 8 p m.
J F Seitz, 163 Davey st.
P Koch, 240 Cedar st.
O C Benedict, 121 Davey st.
B E Burnham, 143 Gold st.
E A Cott, 135 Gold st, D L & W R R.
277 SUNFLOWER, Marysville, Kas. Masonic hall, Mondays, 1:30 p m.
C F Wollenberg.
W A Murphy, 2710 Sacramento st, St Joseph, Mo.
W A Murphy, 2710 Sacramento st, St Joseph, Mo.
W A Murphy, 2710 Sacramento st, St Joseph, Mo.
C W Greer, St 401 E 2d st, Hastings.
Neb, UP & St J & G I R R's.

278 SOUTH PLAINS, Slaton, Tex. Hall over Panhandle Lbr Co's office, Sunday, 2 p m.
W F Martin, Box 192.
T E Hildebrand, Box 711.
E Hildebrand, Box 711.
J L Preston, Box 543.
L W Cannon, A T & S F Ry.
279 MONTE SANO, Tuscumbia, Ala. Masonic hall, Tuesdays, 7:30 p m.
A Y McDaniel.
A R Prosser, 510 W 5th st.
A R Prosser, 510 W 5th st.
W J Dewberry.
C C Peters, Sou Ry.
280 OZARK, Thayer, Mo. Cockman's hall, 1st and 3d Friday nights.
W P Lamb.
E L Judkins.
E L Judkins.
R D Smith.
J D Sanders, St L S F Ry Co.
281 MISSION, Yeakum, Texas. Red Men's hall, W Grand av, Mondays, 7:30 p m.
H S Lynch, 312 Clark st.
A J Kirsch, Box 173.
A J Kirsch, Box 173.
H S Lynch, 312 Clark st.
R E Kirk, 409 Simpson st, S A & A P R R.
282 MOOSE RIVER, St Johnsbury, Vt. Red Men's hall, R R st, 1st and 3d Sundays, 3 p m.
D Henderson, N Pearl st.
R C Kelsey, Lafayette st.
R C Kelsey, Lafayette st.
J Drown, 49 Summer st, E & M R R, Ch.
283 LACKAWANNA, Hailstead, Pa. Clune hall, 2d Monday, 7:30 p m, 4th Sunday, 2:30 p m.
F Lamaureaux.
H L Van Zandt, 233 Main st.
E P Gathaney, Pine st.
H L Van Zandt, 233 Main st, D L & W R R.
284 ELM CITY, New Haven, Conn. Stinger's hall, Court and Crown sts, 2d and 4th Sundays, 2 p m.
M J Lawler, 38 Ridge st.
M J Lawler, 38 Ridge st.
John J Harrigan, 26 E Pearl st.
G Becker, 567 State st.
L H & H R R.
285 CHARTER OAK, Hartford, Conn. Moose hall, 450 Asylum st, 2d and 4th Thursdays, 7 p m.
J E Wilson, 429 Garden st, Hartford, Conn.
H Vanderblit, 251 Burnside av.
J McCombs, 55 Lenox st, Hartford, Conn.
J P Farrell, 87 Pine st, Hartford, Conn.
N S Buckley, 44 Congress st, Hartford, Conn.
J P O'Connell, 20 Brook st, Hartford, Conn, C N E Ry.
286 SAGINAW VALLEY, Saginaw, E S. Mich. Odd Fellows hall, cor Jefferson and Carlisle, 2d and 4th Sundays, 9:30 a m.
A S Houston, 616 Clark st.
L Mkoletzik, 122 N 12th st.
Wm Knox, 603 Carlisle st.
Wm C Lash, 1216 Fitzhugh st.
C Donnelly, 407 N 6th st, P M Ry.
287 ALTOONA, Altoona, Pa. B of R T hall, 8th av and 11th st, 2d Tuesday, 9:30 a m, 4th Monday, 7:30 p m.
E D Funk, 424 21st av.
S H Smith, 108 E 8th st.
G Keim, 1115 5th av.
F L Dale, 1926 14th av.
F L Dale, 1926 14th av, Pa Co (E).
288 EMMETT, Estherville, Iowa. Moose hall, 1st Sunday 2:30 p m, 3d Thursday 7:30 p m.
J P Hall, 502 S 7th st.
G H Stearns, 509 S 8th st.
G H Stearns, 509 S 8th st.
M H Kelly.
J L Hipple, S 7th st, C R I & P Ry Ch.
289 MT LOOKOUT, Chattanooga, Tenn. K of P hall, Main and Long sts, 1st Friday, 7 p m, 3d Thursday, 9 a m.
F E Caldwell, 501 E 17th st.
M T DeLong, 2209 E 14th st.
M T DeLong, 2209 E 14th st.
M T DeLong, 2209 E 14th st.
H H Westerland, 113 Elm st, N C & St L Ry.
John Price, Jr 2505 Chamberlain av, So Ry.

290 MARION, Hannibal, Mo. Security hall, 6th and Broadway, 1st and 3d Thursdays.
S F Lake, 208 N 6th st.
E L Love, 627 N 7th st.
E L Love, 627 N 7th st.
D E Tolson, 1805 Grace st.
J W Maupin, 715 Ben Lomond st, C R & Q R R.
St L & H R R.
2201 Spruce st, H C R R.
291 ATLANTIC, Brooklyn, N Y. Triangle Lodge room, Broadway and Halsey st, 2d Sunday, 8 p m, 4th Sunday, 10:30 a m.
Edw E Grant, 525 Milford st.
W C Latimer, 125 Cornelia st.
W C Latimer, 125 Cornelia st.
H Jacobs, 136 Alabama av.
H Jacobs, 136 Alabama av, B H R R, Ch.
292 J L HARRIS, E Grand Forks, Minn. M W A hall, Demers av, 1st and 3d Sundays, 1:30 p m.
R R Montgomery.
Wm Rodgers, Box 276.
Wm Rodgers, Box 276.
C Gust.
J G Gebhardt, Box 553, N P Ry.
293 LAFAYETTE, Ottumwa, Iowa. Ottumwa hall, Main and McCullin sts, 1st Monday and 3d Sunday.
L Wilcox, 802 W Main st.
Charles Ross, 822 W 4th st.
Charles Ross, 822 W 4th st.
C Legg, 215 Clem st.
G Heather, 826 W 2d st, C M & St P Ry.
294 OHIO RIVER, Russell, Ky. Gilley's hall, Mondays, 2 p m.
E H Carney.
C A Carney.
C A Carney.
H E Bess, 319 N 6th st, Ironton, O.
H E Bess, 319 N 6th st, Ironton, O, C & O Ry.
295 HILLSIDE, Raton, N M. I O O F hall, Mondays, 2:30 p m.
H C Saar, 321 W 3d st.
J L Wilsheir.
A Stewart, 112 S 2d st.
E L Spencer, 240 Terrill av.
P J Cummings, 313 N 3d st, A T & S F Ry.
296 IRON RANGE, Superior, Wis. I O O F hall, 12th st and Ogden av, 2d and 4th Fridays, 8 p m.
J G La Rose, 1505 N 14th st.
J H Ellis, 2301 Wyoming av.
J H Ellis, 2301 Wyoming av.
J H Ellis, 2301 Wyoming av.
M H Hall, 1209 Cummings av, G N Ry.
C Clark, 1512 13th st, L S T & T Ry.
297 CLARK, Jeffersonville, Ind. Red Men's hall, 428 Spring st, 1st and 3d Tuesdays, 8 p m.
J C Worrall, 430 Watt st.
E M Brumback, 931 Mechanic st.
J Prinz, 102 Elm st, Howard Park Pk.
J C Worrall, 430 Watt st.
C A Brumback, Howard Park R R, 2 Box 46, Pa Co (W).
298 PERFECT, Argentine Station, Kansas City, Kas. B of L F and E hall, 2710 Strong av, Fridays, 8 p m.
J A Miller, 1105 Broadway.
H Sumner, 1312 S 40th st.
H Sumner, 1312 S 40th st.
G Craig.
C E Lake, 1441 S 30th st, A T & S F Ry.
299 CENTRAL OHIO, Crestline, Ohio. Firemen's hall, Jener block, Tuesdays, 1:30 p m.
F E Holzbach, 427 Scott st.
E E Eccleston, N Thomon st.
M W Flaherty, 120 N Wiley st.
R Cowell, 705 E Main st.
J G Lightburn, 608 N Thoman st, Pa Co (W).
300 HARBOR CITY, Niles, Mich. Woodman hall, 219 1-2 Main st, Mondays, 1:30 p m.
A Robertson, 1402 Oak st.
E H Hullett, 1010 N 6th st.
J A Soule, 1105 Broadway.
G Brown, 116 W Williams st, Michigan City, Ind.
E H Hullett, 1010 N 6th st, M C H R, Ch.

- 301 **GREEN MOUNTAIN**, Newport, Vt. I
O O F hall, Central st, 1st Wednesday
and 4th Sunday.
B J Riley, Colfax st.....P
L D Carr, 15 Bay View av.....RS
E A Racoon, Mt Vernon st.....FS
T Y Blaisdel, Lyndonville, Vt.....LR
M W Wood, Lyndonville, Vt, B & M
R R.....Ch
- 302 **YOUGHIOGHENY**, Connellsville, Pa.
Odd Fellows Temple, 109 S Pittsburgh
st, 1st and 3d Wednesdays, 1:30 p m.
L C Meister, 509 Edna st.....P
S M May, 306 Sycamore st.....FS
G E Bowman, Box 275.....FS
H F Livingston, 1213 Chestnut st, LR
H F Livingston, 1213 Chestnut st, B &
O R R.....D F Hahn, R R S, Box
140, Morgantown, W Va, M & K
Ry.....W H Berser, 1108 Vine st
I C V Ry.....Ch
- 303 **VILLA PARK**, Kankakee, Ill. K of
C hall, 287 E Court st, 1st and 3d
Tuesdays, 7:30 p m.
L H Lain, 620 N Harrison av.....P
J P Schirner, R F D No 2.....RS
J P Schirner, R F D No 2.....FS
J P Schirner, R F D No 2.....LR
H G Baird, 393 N Chicago av, N Y C
& I H B R R.....Ch
- 304 **THREE BRANCH**, Argenta, Ark.
Eagles' hall, 401 Main st, 2d and 4th
Mondays, 2 p m.
T H Risher, 2118 Main st, N Little
Rock, Ark.....P
F E Matthews, 1617 Poplar st, N Little
Rock, Ark.....RS
F E Matthews, 1617 Poplar st, N Little
Rock, Ark.....FS
W C Mullins, 109 W 5th st, N Little
Rock, Ark.....LR
T F Owsley, 2024 Main st, M P
R R.....Ch
- 305 **UNWIN**, Kenora, Ont, Can. I O O F
hall, 1st Sunday, 14 K, and 3d Wednes-
day, 9:30 a m.
A Husselman.....P
C A Clark, care of Y M C A.....RS
S W Dannel, Box 85.....FS
E Hutchinson, 802 2d st, S.....LR
C Hutchinson, 802 2d st So, C P Ry.....Ch
- 306 **GRANITE STATE**, Concord, N H. B
of L F hall, 2d Thursday, 8 p m, 4th
Sunday, 1:30 p m.
L W Hoyt, Hutchinson av.....P
J Lowrey, 106 South st.....RS
P B Chase, 15 Court st.....FS
P C Johnson, 18 Pierce st.....LR
T R Roberts, 26 Thorndyke st, B &
M R R.....Ch
- 307 **HAMPDEN**, Springfield, Mass. New
I O O F hall, Pychon st, 1st Tuesday,
3 p m, 3d Sunday, 10 a m.
P Johnson, 24 Meredith st.....P
H M Childs, 756 Worthington st.....RS
C W Burleigh, 47 Bradford st.....FS
C W Burleigh, 47 Bradford st.....LR
C W Burleigh, 47 Bradford st, B & M
R R.....Ch
- 308 **SIOUX LOOKOUT**, Sioux Lookout,
Ont, Can. Engineers' hall, 1st and 3d
Wednesdays.
A W McConnell.....P
H Nicholson.....RS
F C Meadwell.....FS
A H Vandeventer.....LR
A H Vandeventer, C N Rys (C G).....Ch
- 309 **BARTHOLOI**, Richmond Hill, L I.
N Y Over Richmond Hill Gas office,
Jamaica av and Walnut st, 2d and last
Saturdays, 8 p m.
R Lear, 3229 Fulton st, Cypress Hills,
Brooklyn, N Y.....P
E Hardrich, 11704 Jamaica av.....RS
E McEroy, 9442 117th st.....FS
J A Colgan, Jr, 182 India st, Green
Point, L I, N Y.....LR
J A Colgan, Jr, 182 India st, Green
Point, L I, N Y, L I R R.....Ch
- 310 **CHESTNUT RIDGE**, Derry, Pa. I O
O F hall, 1st av and Chestnut st, 2d
Sunday, 1:30 p m, 4th Tuesday, 7:30
p m.
J F George.....P
W E Gelsdorf.....RS
C S Diehl, 211 B Chestnut st.....FS
C L Hicks.....LR
L G Nessler, Pa Co (E).....Ch
- 311 **BELLE PLAINE**, Belle Plaine, Iowa.
Red Mens hall, 2d and 4th Mondays,
2:30 p m.
C Lahn, 1401 3d av.....P
A O Kirk, 903 4th av.....RS
A O Kirk, 903 4th av.....FS
A O Kirk, 903 4th av.....LR
W Ulin, 708 8th st, C & N W Ry.....Ch
- 312 **MT SHASTA**, Ounsmuir, Cal. K of
P hall, Wednesdays, 7:30 p m.
C J Zechus, 1001 Armstrong av.....P
E J Martin, Box 552.....RS
N A Clark, Hornbrook, Cal.....FS
G F Irvine, Box 524.....LR
G F Irvine, Box 524, S P (Pac Sys)
.....W T Grover, McCloud, Cal, McC
R R R.....Ch
- 313 **KAW VALLEY**, Kansas City, Kas.
Motters hall, cor 10th st and Central
av, 1st and 3d Fridays, 8 p m.
R T Hoagland, 1225 Ridge av.....P
E C Allison, 254 S 10th st.....RS
E C Allison, 254 S 10th st.....FS
W E Ruchusen, 1901 Armstrong av.....LR
J L Baker, 706 Central av, U P R R.....Ch
- 314 **ARROW HEAD**, San Bernardino, Cal.
Eagles' hall, 2d and 4th Thursdays, 7:30
p m.
H D Parish, 1232 E st.....P
A C Schaub, 1084 Mt Vernon av.....RS
A C Schaub, 1084 Mt Vernou av.....FS
H C Lemon, Box 970, Block 6, Los
Angeles, Cal.....LR
J E Johnston, 3426 3d av, Los An-
geles, Cal, A T & S F Ry (C L).....Ch
- 315 **TROY CITY**, Green Island, N Y. I O
O F hall, Hudson av, opp Center st, 1st
and 3d Mondays, 7:30 p m.
G De Celle, 1622 7th av, Watervliet,
N Y.....P
W C Carr, 1283 3d av, Watervliet.....P
N Y.....RS
F Frigly, 19 Rensselaer st, Troy,
N Y.....FS
W Crogan, 2259 6th av, Troy, N Y.....LR
W J Melius, 28 Albany av, D & H
Co.....Ch
- 316 **OMEGA**, Buffalo, N Y. Hesper hall,
134 1/2 Swan st, 2d and 4th Tuesdays, 8
p m.
W M Haight, 2108 Bailey av.....P
W Shepard, 86 16th st.....RS
L J Hatch, 335 Forest av.....FS
Geo Eichorn, 33 Geary st.....LR
W M Haight, 2108 Bailey av, N Y C
(E).....Geo Eichorn, 33 Geary st, B
R & P Ry.....Ch
- 317 **WELCOME HOME**, Princeton, Ky.
Masonic hall, 2d and 4th Wednesdays,
7:30 p m.
T R Buttermore, 608 W Main st.....P
I J Harris, 310 N Seminary st.....RS
T R Buttermore, 608 W Main st.....FS
I J Harris, 310 N Seminary.....LR
T R Buttermore, 608 W Main st, I C
R R.....Ch
- 318 **GLENWOOD**, Pittsburgh, Pa. I O O
F Temple, 2d and Flowers av, 1st and
3d Wednesdays, 7:30 p m.
H L McMillan, 104 Glen Caldah st.....P
T P Collins, 4 Tecumseh st.....RS
S W Beal, 221 Glencaldah st.....FS
S W Beal, 221 Glencaldah st.....LR
W Shannon, 5003 Gertrude st, B &
O R R.....O Smith, 2611 1/2 Wilson
av, E Youngstown, O, P & L E.....Ch
- 319 **WILLIAM PENN**, Philadelphia, Pa.
McNichols hall, 62nd st and Grey av, W
Philadelphia, Pa, every Friday, 8 p m.
O O Forsythe, 638 Saybrook av, W
Philadelphia, Pa.....P
W E Jamison, 6167 Rohnhart st, W
Philadelphia, Pa.....RS
J F Baker, 2017 S 60th st, W Phila-
delphia, Pa.....FS
W S Chambers, 5313 Yocum st.....LR
B O Jones, 2039 S Alden st, B & C
R R.....Ch
- 320 **GENESSEE VALLEY**, Avon, N Y. Mac-
cabees' hall, 1st Sunday, 3 p m, 3d
Monday, 8 p m.
P A Beahod.....P
Wm Daugherty.....RS
Wm Daugherty.....FS
E J Kirby, Erie R R.....LR
E J Kirby, Erie R R.....Ch
- 321 **SNOW DRIFT**, Chapleau, Ont, Can.
Town hall, 1st and 3d Wednesdays, 2
p m.
W J Connaughton.....P
C W Darby, Box 33.....RS
C W Darby, Box 33.....FS
L C Dunfield, Box 33.....LR
M J Delaney, C P Ry.....Ch
- 322 **TAR RIVER**, Rocky Mount, N C.
Thrd floor, I of A M hall, over Planters
National Bank, 2d Friday, 9:30 a m,
4th Friday, 4 p m.
A W Williamson, 713 Branch st.....P
T A Taylor, 46 Main st.....RS
C E Fyke, 813 Clark st.....FS
F C Wenk, P O Box 204.....LR
W S Brown, 304 S Pearl st, A C L
R R.....Ch
- 323 **MT OF THE HOLY CROSS**, Minturn,
Colo. Firemen's hall, Wednesdays, 2:30
p m.
H C Young.....P
R T Dobbie, Jr.....RS
R T Dobbie, Jr.....FS
W J McNamara, 604 H st, Salida,
Colo.....LR
L C Graham, Box 129, D & R G
R R.....Ch
- 324 **SOUTHERN CROSS**, Gainesville, Tex.
B of L F and E hall, 2d and 4th Sun-
days, 1:45 p m, 3d Friday, 7:30 p m.
O R Welch, 1502 N Weaver st.....P
R A Timmerman, 918 N Commerce st, RS
S W Gibson, 15 Main st.....FS
C E Skelton, 901 N Dixon st.....LR
A S Reed, 315 Main st, G C & S
Fe Ry.....Ch
- 325 **CLARENOON**, Amarillo, Texas. I O
O F hall, 4th and Taylor sts, Sundays,
2:30 p m.
M R Jenness, 407 N Fillmore st.....P
W C Catron, 100 Buchanan st.....RS
W C Catron, 100 Buchanan st.....FS
I G Fowler, 305 N Lincoln st.....P
J C Cobe, 601 Van Buren st, W &
D C Ry & W V Ry, J Capehart,
Box 151, C R I & P Ry.....Ch
- 326 **FOLWELL**, Bradford, Pa. Malta hall,
11 Main st, 1st and 3d Sundays.
G P Clough, 69 Davis st.....P
J W Fairbanks, 163 Washington st.....RS
A C McHenry, 58 East av.....FS
A C McHenry, 58 East av.....LR
A C McHenry, 58 East av, Erie R R.....Ch
- 327 **SILVER MOUNTAIN**, Needles, Cal.
K of P hall, Saturdays, 1:30 p m.
W Diekey.....P
E H Reynolds, Box 284.....RS
M O Greaney, Box 4.....FS
R E Bockett, Box 531.....LR
J E Clark, Box 855, A T & S F Ry
(C L).....Ch
- 328 **SPANISH PEAKS**, La Junta, Colo. K
of P hall, Mondays, 2:30 p m.
T Pearson, 508 Belleview.....P
A E Barrett, 603 Smithland av.....RS
A E Barrett, 603 Smithland av.....FS
D Gemmecke, 317 Belleview av.....LR
M A Shields, 815 Belleview av, A T &
S F R R.....Ch
- 329 **SYONEY**, Sydney, C B, N S, Can. I
O O F hall, Charlotte st, 2d Sunday,
2 p m, 3rd Wednesday 8 p m.
L Langley, 160 Palmouth st.....P
L Langley, 160 Palmouth st.....RS
K McAulay, 83 George st.....FS
J W Cockell, 225 Union st.....LR
K McAulay, 83 George st, C N Rys
(C G).....J D MacDonald, Box 432,
Inverness, N S, I R & C Co.....John
W Cockell, 225 Union st, D I & S
Co.....Ch
- 330 **RIVER VIEW**, Kansas City, Mo. Cur-
tis bldg., 813 Walnut st, 2d and 4th
Thursday nights.
G Berger, 1108 Central st.....P
E J Shanahan, 8503 Morrell.....RS
H Eavers, 143 S Kensington av.....FS
L T Mace, 1140 Haskell av, Kansas
City, Kas.....LR
L T Mace, 1140 Haskell av, Kansas
City, Kas, M P R R.....R O Scarff
72 B Harrison st, Kansas City, Kas,
C N W R R.....Ch
- 331 **JACKSON PARK**, Chicago, Ill. Pros-
pect hall, 64th and Ashland av, 1st
Monday and 3d Tuesday, 8 p m.
Paul Lynd, 6321 Stewart av.....P
E Dre, 8116 S Menard av.....RS
E Dye, 6116 S Menard av.....FS
J J Smith, 5430 S Princeton av.....LR
W J Schwartz, 4910 W 25th st,
Cicero, Ill, C & I W R R.....Geo
Ferrell, 6147 Massasoit av, B Ry
of C.....Ch
- 332 **WOLVERINE**, Grand Rapids Mich.
Burton Heights hall, 2032 1/2 Division
S, 1st and 3d Fridays, 7:30 p m.
R Beenen, 1052 Sheridan av, S W.....P
F E Drake, 147 Elm st, S W.....RS
G L Bealrd, 243 Rose st, S W.....FS
F E Drake, 147 Elm st, S W.....LR
J R Van Antwerp, 114 Highland st,
E E Pa Co (W).....Ch

333 BEN FRANKLIN, Philadelphia, Pa.
Johnson hall, 4039 Lancaster av, 1st
Sunday, 2 p m, 3d Wednesday, 8 p m.
H E Weidner, 3830 Fairmont av.....P
C McCullough, 3732 Spring Garden st.RS
C T Hack, 1512 N 55th st.....FS
A D Hoover, 1328 N Allison st.....LR
C T Hack, 1512 N 55th st, P Co
(E).....Ch

334 LONG DOUBLER, East Syracuse, N. Y.
Masonic hall, every Tuesday.
A McCaw, 3201 James st, Eastwood
N Y.....P
J L Blosser, 205 E Yates st.....RS
Joe H Straub, 302 N Center st.....FS
C McKay, 115 Kinnle st.....LR
Wm E Pindle, 401 W Maulius st, N Y
C (E).....Ch

335 SAINT ADOLPHUS, Montreal, Que.
Can. Soc Des Artisan Can Français
hall, 264 Vitre st, 2d Wednesday, 1 p
m, 4th Wednesday, 9 a m.
E McGilly, 154 Desery st.....P
F Gauthier, 871a Durocker st.....RS
A Page, 176 Stadacona st.....FS
E Gauthier, 871a Durocker st.....LR
H Kennedy, 2539 Mance st, C P Ry.....Ch

336 FALL RIVER, Neodesha, Kas. Eason's
hall, 411 Main st, Thursdays, 7:30 p m.
H H Adell, 911 Osage st.....P
T Adell, 551 S 5th st.....RS
T Adell, 551 S 5th st.....FS
M F O'Hara, 923 Church st.....LR
E A Stevens, Box 575, St L S F Ry.....Ch

337 BIG FOUR, Kansas City, Mo. N N &
E hall, cor 23d and Summit sts, 1st
and 3d Mondays, 8 p m.
F Dickens, 3740 Cambridge st, Rose-
dale, Kas.....P
J L McCarter, 1646 Bellview av.....RS
R L Zane, 3500 Wyoming st.....FS
R L Zane, 3500 Wyoming st.....LR
E O'Connor, 4524 Eaton st, Rosedale,
Kan, St L S F Ry.....Ch

338 WEST BRANCH, Renovo, Pa. B P
O E hall, 2d and 4th Mondays, 7:30
p m.
C H Linn, 217 Champlain av.....P
J O Penterbaugh, 352 Sinclair av.....RS
G S Brunner, 1610 Erie av.....FS
D F Whitman, 37 Drury Run.....LR
D F Whitman, 37 Drury run, Pa Co
(E).....Ch

339 CLIFTON, Stapleton, S I, N Y.
Cherokee hall, 1st and 3d Fridays, 8
p m.
L Herbert, 1 Kallenmeier lane, Rose-
bank, S I, N Y.....P
Geo Hartman, 31 Virginia av, Rose-
bank, S I, N Y.....RS
C Haug, 97 Nugent st, New Dorp, S I,
N Y.....FS
F Tillman, 50 Taylor st, W Brighton,
S I, N Y.....LR
A J Paul, 257 Van Duxer st, Staple-
ton, S I, N Y, S I R T Ry.....Ch

340 STAR OF THE WEST, Newton, Kas.
Over Royal Theater, 1st and 3d Tues-
days, 8 p m.
J Brown, 112 W Broadway.....P
S G Kinney, 116 Harrison st.....RS
S G Kinney, 116 Harrison st.....FS
E F Manford.....LR
Z H Smith, 215 E 2d st, A T & S F
Ry.....Ch

341 GOLD RANGE, Revelstoke, B C, Can.
Selkirk hall, 2d and 4th Wednesdays, 2
p m.
R McKay, Y M C A.....P
G F Deptford, Box 692.....RS
D Gray.....FS
M J White.....LR
J L Wilson, C P Ry.....Ch

342 CASCAOE, Medicine Hat, Alberta,
Can. S O E hall, 1st and 3d Sundays,
E Matthews, 20 2d st S W.....P
R W McMullen, 837a 3rd st.....RS
F Fisher, 869a 5th st S E.....FS
R W McMullen, 837a 3d st.....LR
B A Congdon, 364 10th st, S E, C P
Ry.....Ch

343 COAL KING, South Fork, Pa. I O O
F hall, Main st, 2d and 4th Sundays,
1:30 p m.
E F Noon, 40 Wood st.....P
O D Mason.....RS
J A Wirick, 768 Lake st.....FS
J A Wirick, 768 Lake st.....LR
G T Hillegass, R F D 1, Pa Co (E).....Ch

344 LAS ANIMAS, Trinidad, Colo. Labor
Union hall, 221 N Commercial st, 1st
Thursday and 3d Sunday.
L J Zenthaef, 614 E 9th st.....P
E G Jones, 208 S Convent st.....RS
E G Jones, 208 S Convent st.....FS
F B Asdel, 732 Nevada av.....LR
E C Starr, Saddle Rock Rooms, C & S
Ry.....G Davidson, Box 348, Segundo,
Colo., C & W Ry.....Ch

345 FRONT END, Ft Smith, Ark. I O O
F hall, Tuesdays, 1:30 p m.
J A Taylor, 114 N 5th st.....P
Wm H Phipps, 1720 N 6th st.....RS
Wm H Furner, 717 N 36th st.....FS
W A Kendall, 916 N 11th st.....LR
C E Stafford, 1207 N 5th st, St L S
F Ry.....J T Bushong, 1203 N R st,
Ft S & W R R.....Ch

346 FLOWERLAND, Pensacola, Fla. Raf-
ford hall, Baylen and Belmont sts, 1st
Sunday, 9 a m, 3d Sunday, 2:30 p m.
W R Chessier, 310 W Chase st.....P
A W Mills, 607 E Belmont st.....RS
A W Mills, 607 E Belmont st.....FS
A W Mills, 607 E Belmont st.....LR
W R Martin, 117 N B st, G F & A
Ry.....Ch

347 COKE KING, Uniontown, Pa. But-
ter's K of P hall, 94 W Main st, 2d
and 4th Sundays, 1:30 p m.
P B Rodgers, 132 Grant st.....P
M A Farr, 37 Nutt av.....RS
Jas L Mulligan, Box 550.....FS
J L Mulligan, Box 550, Pa Co (E).....LR
G E Clare, 48 Iowa st, M Ry.....Ch

348 BLUE MOUNTAIN, LaGrande, Ore.
K of P hall, Adams av, Wednesdays,
2:30 p m.
L C Henderson, 2111 1st st.....P
W H Collingwood, 2510 N 4th st.....RS
G Simmons, Box 137.....FS
J Clifford, Box 535.....LR
S G Coleman, 1304 8th st, O W R R
& N Co.....M G Hutchens, 497 Re-
sort st, Baker, Ore, S V Ry.....Ch

349 UNION HILL, Union Hill, N J. Frantz
hall, 334 Bergeline av, 1st and 3d Sun-
days, 2 p m.
W Hendrickson, 413 27th st, Woodcliff,
N J.....P
F M Hewke, 435 7th st, W New York
N Y.....RS
W W Lawless, 254 Bergeline av.....FS
W W Lawless, 254 Bergeline av.....LR
W J King, 8 1st st, Weehawken, N J,
N Y C (E).....Ch

350 VIOLA, Mattoon, Ill. Moose Hall, 1711
Broadway, 2d and 4th Sundays, 2:30
p m.
A C Kirtley, 320 N 22d st.....P
J H Gano, 3320 Prairie av.....RS
J H Gano, 3320 Prairie av.....FS
J H Gano, 3320 Prairie av.....LR
L Arms, 2809 Marshall av, I C R R.....Ch

351 HOME, White Haven, Pa. I O O F
hall, 2d and 4th Sundays.
Jacob Prutzman.....P
M J Costello, 418 Main st.....RS
Edward Sensenbach.....FS
M J Costello, 418 Main st.....LR
F B Jones, C R R of N J.....H Keiper,
L V R R.....Ch

352 CHAMPLAIN, St Albans, Vt. 13
Kingman st, 1st and 3d Sundays, 1:30
p m, 2d and 4th Tuesdays, 7:30 p m.
B H Briggs, 8 Kingman st.....P
V W Thibault, 35 Hoyt st.....RS
G R Grossman, 28 Edwards st.....FS
E A Hall, 23 Lake st.....LR
G R Grossman, 28 Edwards st, C V
R R.....Ch

353 MARBLE CITY, Rutland, Vt. Apollo
hall, 23 1/2 Merchants Row, 2d and 4th
Sundays.
F J Daly, 27 Engrem av.....P
A F Burke, 109 River st.....RS
M F Keefe, 70 River st, Bennington,
Vt.....FS
A J Kelley, 109 River st, Bennington,
Vt.....LR
L W Small, 124 Convent av, Rut R R.....Ch

354 PALISADES, Hoboken, N J. I O O F
hall, Washington st, 2d Tuesday, 8 p
m, 4 Sunday, 2 p m.
C J Moine, 34 Pavonia av, Jersey
City, N J.....P
P A Markey, 56 Madison st.....RS
N Marcus, 130 Park av.....FS
M T Graham, 93 Palisade av, Jersey
City, N J.....LR
W B Potterton, 32 Beacon av, Jersey
City, N J, D L & W R R.....Ch

355 STONE CITY, Joliet, Ill. New I O
O F hall, Cass st, 1st Thursday, 7:30
p m, and 3d Sunday, 2 p m.
H B McLean, 107 Adella av.....P
S Radford, 206 Youngs av.....RS
S Radford, 206 Youngs av.....FS
A B McCarney, 507 Landau av.....LR
W Hogrefe, P O Box 1253, E J & E
Ry.....J Haslett, 614 Benton st,
Joliet, Ill, C M & G Ry.....Ch

356 A R CAYNER, Lorain, Ohio, A I A
hall, 1922 Broadway, 2d and 4th Mon-
day evenings.
C M McMillen, 216 E 31st st.....P
F C Fairhead, 2338 Livingston av.....RS
A Nore, 2511 Broadway.....FS
J J Nagle, 3356 Livingston av.....LR
R Schmidt, 118 W 25th st, L T R R
.....C Roenbaugh, 351 W 27th st,
E & O R R.....J E Lautzenbier, 217
E 12th st, Ashland, Ohio, L A & S
Ry.....Ch

357 JUSTICE, W St John, N B, Can.
Prentice Boys' hall, 2d and 4th Tues-
days, 2 p m.
F W Henderson, 242 Lancaster av.....P
R C Roberts, 7 Olive st.....RS
U H Osborne, 313 Champlain st.....FS
A Campbell, 5 Prospect st, Fairville,
N B, Can.....LR
C W James, 243 Lancaster av, S C P
Ry.....Ch

358 COOKE, St Paul, Minn. Woodman
Temple, Staley and Isabel sts, 2d and
4th Mondays, 8 p m.
F Gage, 1245 Selby av.....P
M P Drensen, 373 Concord st.....RS
M P Drensen, 373 Concord st.....FS
F J Gage, 1245 Selby av.....LR
F O Busse, 553 S Robert st, C G W
R R.....J Flynn, 285 E Curtice, St
P & T Ry.....F Gage, 1245 Selby
av, St P U D Co.....Ch

359 BIG FLINT, Wellington, Kas. B of L
F and E hall, 1st, 3d and 5th Sun-
days, 2:30 p m, 2d and 4th Thursdays,
2:30 p m.
C V Hulse.....P
C V Stall, 908 E Lincoln av.....FS
C V Stall, 908 E Lincoln av.....LR
G Willett, 713 S "H" st.....P
N S Nichols, 320 W 9th st, A T & S
F Ry.....Ch

360 COLO SPRINGS, Springfield, Ohio.
R G E hall, N Fountain av, 1st and
3d Sundays, 2:30 p m.
H G Lyons, 1806 E Main st.....P
J H Augustus, 151 S Light st.....RS
C W Eubanks, 225 N Clairmount av.....FS
W F Kabish, Jackson, Ohio.....LR
L Day, 702 Thibbits av, D T & I R R.....Ch

361 TRIO AND TRUE, Washington, Ind.
West End Fire Station, W 10th and
Walnut sts, Tuesdays, 9 a m.
O C Bruce, 1103 W Walnut st.....P
B F New Mayfield.....FS
W H Mullan, 706 W Main st.....LR
W E Hallows, R F D 3, Box 297,
Edgemont Sta, E St Louis, Ill.....LR
W E Hallows, R F D 3, Box 297,
Edgemont, E St Louis, Ill, B & O
R R.....Ch

362 CATARACT, Niagara Falls, N Y.
Eagles' hall, cor Ashland av and Main
st, 1st and 3d Mondays, 8 p m.
P Pendergast, 1849 Michigan av.....P
F D Bogart, 1940 Whitney av.....RS
A Smith, 147 Linwood av.....FS
D E Benjamin, 2420 Pierce st.....LR
C (E).....Ch

363 MANHATTAN, New York, N Y. Horton
hall, 110 E 125th st, New York City,
2d Monday, 8:30 p m, 4th Monday, 9:30
a m.
M Nieb, 988 Jackson av, Bronx.....P
E J Walsh, 2936 3d av, Bronx.....RS
T F Byrnes, 399 E 160th st.....FS
J J Lyons, 2360 Third av.....LR
A Cammell, 650 Bergen av, Bronx, N
Y C (E).....Ch

364 TENNESSEE, Memphis, Tenn. B of
R T hall, McLenore and Rayburn avs,
1st and 3d Tuesdays, 10 a m, 2nd and
4th Tuesdays 8 p m.
K J Gwyn, 343 5th av.....P
H V Reid, 973 S 5th st.....RS
C E Webb, 1238 Sardis st.....FS
H V Reid, 973 S 5th st.....LR
B J Wilborn, 855 Rayburn Blvd, I C
E R H Weekly, 1542 Cameron
st, Y & M V R R.....H C Bowden,
296 Bethel pl, M U S Co.....Ch

365 VIOLET, Bellows Falls, Vt. A O H
hall, 1st and 3d Sundays, 8 p m.

E V Edwards, 31 Williams st.P
R L Welch, 4 Barker st.RS
E P Long, 31 Forest st.FS
E P Long, 31 Forest st, B & M R R.Ch

365 SHERMAN, Lancaster, Ohio. Mc-
Cracken bldg, W Main st, 2d and 4th
Sundays.
J M Yonk, 640 E Chestnut st.P
A S McFee, 512 E King st.RS
S McFee, 512 E King st.FS
P Moore, 322 Perry st.LR
Geo Bonlehr, Maple and Walnut sts.
Pa Co (W)Ch

367 MORGAN CRANE, Oakdale, Tenn.
Johnson's hall, Fridays, 7:30 p m.
G E Massey, Danville, Ky.P
C P SnyderRS
C W HillFS
C W HillLR
C W Smith, 108 Jacksboro st, Somerset,
Ky, So Ry.Ch

368 DEEP WATER, Springfield, Mo.
Eagles' hall, 1020 N Jefferson st, 2d,
3d and 4th Mondays, 1:30 p m.
T D Turner, 1225 N Campbell.P
G E Slater, 1108 W Brower.RS
G E Slater, 1108 W Brower.FS
C A Pate, 758 W Elm st.LR
J E Baker, 553 W Webster st, St L S
Ry.Ch

369 WALNUT VALLEY, Wichita, Kas. K
of P hall, 124 N Market st, 1st and 3d
Thursdays, 7:30 p m.
E L Beard, 1243 Jefferson.P
H W Pare, 428 Riverview.FS
E L Beard, 1243 Jefferson.LR
J H Nichols, 250 Wabash av, W U T
Ry.H W Page, 428 Riverview, M
P R R.Ch

370 NEOSHO VALLEY, Council Grove,
Kas. Commercial Club rooms, 2d and
3d Mondays, 1:30 p m.
H G Sisson, 1266 N Chauqua st.P
C L Baker, 307 Park av.RS
C L Baker, 307 Park av.FS
G W Lytle, 914 Dornon st.LR
G W Lytle, 914 Dornon st, M P R
R.Ch

371 COVENANT, Nevada, Mo. Brother-
hood hall, Simon bldg, W Walnut st,
2d and 4th Sundays, 10 a m.
E W Proctor, 727 W Washington st.P
W Welty, 208 S Clay st.RS
J B Wilhelm, 319 W Austin.FS
E W Proctor, 727 W Washington st.LR
W J Lums, 619 W Arch st, M P R
R.Ch

372 SIGNAL MOUNT, Big Springs, Texas.
W O W hall, Wednesdays, 8 p m.
R E Lloyd, 411 Aylford st.P
R V Jones, 500 Tollad st.RS
G F Sholto, 401 Pine st.FS
G F Sholto, 401 Pine st.LR
W G Mims, 709 Runnel st, T & P
Ry.Ch

373 PAWNEE, Fairbury, Neb. K L of S
hall, north side of square, 2d and 4th
Sundays.
C B Wylie, 1121 D st.P
F W Ellsworth, Box 114.RS
C E Raney, 1113 G st.FS
G B Wylie, 1121 D st.LR
C M Dodd, 714 8th st, C R I & P
Ry.Ch

374 M'ALLISTER, Horington, Kas. Eagles'
hall, 1st and 3d Tuesdays.
P L Stephenson, Box 695.P
John Hagson, R.FS
W E Arnold, 6 E Main st.FS
H P Arnold, 206 Harrison st, Topeka,
Kan.LR
F M Stephens, 307 N 9th st, C R I
& P Ry.Ch

375 FRIENDSHIP, Oayton, Ohio. Hollen-
camp bldg, 1st Friday, 9 a m, 3d Fri-
day, 7:30 p m.
R Stone, R R 4.P
J R Kelley, 243 Sycamore st.RS
A A Maritz, 166 Maple st.FS
A A Swartz, 166 Maple st.LR
S O Charles, 19 N Beckel st, B & O
R R.D McNett, 228 Warren st,
D T & C Ry.Ch

376 J H KIRK, Horton, Kas. Francis
hall, S High st, 2d and 4th Sunday af-
ternoons.
J V Bartley, Box 903.P
A Jessup, Box 473.FS
A Jessup, Box 473.LR
G E Finch, 8 S E st, Horington, Kas.
C R I & P Ry.Ch

377 NICKEL PLATE, Coneaut, Ohio.
Mutual Loan Bank bldg, Tuesday even-
ing.
H C Cain, 438 State st.P
J R Cain, 443 Buffalo st.RS
F L Pendleton, 178 Poplar st.FS
J R Cain, 443 Buffalo st.LR
H C Cain, 438 State st, N Y C & St
L R R.Ch

378 McKEES ROCKS, McKees Rocks, Pa.
Moose hall, 501 Charters av, 1st and 3d
Mondays, 7 p m.
D McEwen, 1149 Church av.P
L L Hardy, 313 Walcott st, Pittsburgh,
Pa.RS
W McMillen, 768 Bouquet st.FS
J E Corbett, 764 Mary st.LR
J Bonner, act 1219 5th av, Coraopolis,
Pa, M R R.W Hendrix, 405 Island
av, P & L E.Ch

379 WEAVER, Sayre, Pa. B of R T hall,
S Elmer av, 1st Sunday, 2 p m, 3d
Monday, 8 p m.
E Marcy, 223 Iloward st, Waverly, N T
Y.P
S Stewart, 302 Mohawk st.RS
G L Frask, 113 1/2 W Chemung st,
Waverly, N Y.FS
J Gilbride, 16 Orange st, Waverly,
N Y.LR
H A McPherson, 309 Lincoln st, L V
R R.C J Vanderpool, R F D 4,
Towanda, Pa, S & N Y R R.Ch

380 HUB CITY, Aberdeen, S D. Eagle
hall, 2d av, E, 1st Sunday, 2:30 p m,
3d Sunday, 8 p m.
P Croghan, 504 S 3d st.P
W L Schroeder, 611 N Lincoln st.RS
W L Schroeder, 611 N Lincoln st.FS
P Croghan, 504 S 3d st.LR
E J Kervin, 513 S 3rd st, C M & St
P Ry.Ch

381 FLOODED VALLEY, Conemaugh, Pa.
Co-operative hall, 301 Grieve st, 1st
Monday, 1:30 p m, 3d Friday, 7:30 p m.
J J Jones, 116 Main st.P
J B Gindlesberger, 947 Ash st,
Johnstown, Pa.RS
C W Crank, 145 4th st.FS
J B Gindlesberger, 947 Ash st, Johns-
town, Pa.LR
T S Boring, 216 4th st, Pa Co (E).Ch

382 TEXAS, Ft Worth, Texas. Ninth
Ward Fire hall, 1019 Peach st, Satur-
day, 9:30 a m.
J A Park, 1117 E Bluff st.P
J B H Holderby, 1036 Elizabeth st.RS
J B H Holderby, 1036 Elizabeth st.FS
J B H Holderby, 1036 Elizabeth st.LR
J B H Holderby, 1036 Elizabeth st, C
R I & P Ry.Ch

383 PETROLEUM, Oil City, Pa. Moose
hall, 214 Sycamore st, 2d and 4th Tues-
days.
G W Hughey, 228 Hoffman av.P
J H Cook, 119 E 7th st.RS
J C Hipwell, 283 Linden av.FS
J H Graham, 206 Gay st.LR
W L Graham, 208 Gay st, Pa Co (E).Ch

384 LEIGHTON, Leighton, Pa. P O E
hall, 1st and 3d Mondays, 7:30 p m.
H Wertman, 135 Lentz av.P
H Weiss, R F D 3, Box 14.RS
R Frey, N 10th st.FS
R W Frey, N Tenth st.LR
J Lentz, 131 Coal st, L V R R.Ch

385 BOWER CITY, Janesville, Wis. Span-
ish-American hall, Main and E Mil-
waukee sts, 2d Sunday, 1:30 p m, 4th
Thursday, 7:30 p m.
J Lindley, 220 N Palm st.P
H Proby, Y M C A.RS
O C Inman, 415 N Chatham st.FS
J Hummel, 412 N Chatham st.LR
J F Lee, 425 Lincoln st, C & N W
Ry.J G Hummel, 412 N Chat-
ham st, C M & St P Ry.Ch

386 RAMONA, San Diego, Cal. K of P
hall, s w cor 3d and E sts, 2d and 4th
Saturday nights.
C N Brown, 2243 Logan av.P
C N Brown, 2879 National av.RS
C N Brown, 2879 National av.FS
B V Dodge, 406 W Ash st.LR
F J Guenther, 434 18th st, S D & A
Ry.Ch

387 RED ROCK, Schreiber, Ont, Can. Me-
chanics' Institute hall, 1st Sunday and
3d Wednesday.
E Morley.Act P
D D Bryson, Box 57.RS
E E Cambridge, Box 55.FS
J E Sheehan, Box 271.LR
E E Cambridge, Box 55, C P Ry.Ch

388 PHIL H SHERIDAN, Milwaukee, Wis.
I O O F hall, 10th st, between Grand
av and Wells st, 2d and 4th Mondays,
7:30 p m.
H L Bonofaka, 1119 Wright st.P
F Van Tull, 510 Frederick st.RS

F F Haack, 1113 22d st.FS
J M O'Rourke, 180 11th st.LR
A B McIntosh, 1389 Holton st, C & N
W R R.Ch

389 LIVINGSTONE, Kansas City, Mo. K
of P hall, 6807 Independence road, 2d
and 4th Sundays, 2:30 p m.
G Ferris, 431 S Denver av.P
A L Johnson, 6007 Anderson av.RS
A L Johnson, 6007 Anderson av.FS
L O Davis, 829 Newton av.LR
O Baker, 5040 E 10th st, C M & St
P Ry.Ch

390 PAN-AMERICAN, Louisville, Ky. Sub-
urban hall, 3rd & Central, 1st and 3d
Fridays, 2 p m, 2d and 4th Fridays 8
p m.
F V Elliston, 3142 S 3d st.P
H P Greenwell, 3838 Southern Park-
way.RS
J I Linker, 2805 Magazine st.FS
J I Linker, 2805 Magazine st, L & N, Ch

391 NAUVOO, Mt Madison, Iowa. Payne's
hall, 2600 Santa Fe av, 1st and 3d
Mondays, 2:50 p m.
R Forrester, 2624 E. Des Moines st.P
J C Murphy, 313 Elm st.RS
W H Bueker, 1429 Front st.FS
A J Lawse, 2602 Front st.LR
A J Lawse, 2602 Front st, A T & S
Ry.Ch

392 ALLEGHANY, N S, Pittsburgh, Pa.
Fourth floor over Scholz Drug Store, 1021
Chestnut st, 2d and 4th Sundays, 7 p m.
J Averell, Jr, 229 Henderson st.P
R B Schellne, 123 Maryland av, Mill-
vale, Pa.RS
Geo Stewart, 302 W Veronica st.FS
C W Stull, 842 Blossom Alley.LR
C W Stull, 842 Blossom alley, P Co
(E).Ch

393 BIG SANDY, Lexington, Ky. R R Y
M C A, 3d st and Walton av, 1st and
3d Sundays.
T D Cravens, 137 University av.P
J H Hockensmith, 344 Nelson av.RS
C M Dalzell, 138 Woodlawn av.FS
R B Duff, 125 N Hanover av.LR
R B Duff, 125 N Hanover av, C & O
Ry.Ch

394 PLEASANT VALLEY, Beatrice, Neb.
Masonic bldg, 1st and 3d Sundays, 10
a m.
A J Overgard, 222 N Graham st.P
W P McClanahan, Glenaner add't.RS
W P McClanahan, Glenaner add't.FS
J O King, 1118 Ella st.LR
A J Overgard, 222 N Graham st, U P
R R.Ch

395 MOZART, McMechen, W Va. K of P
hall, Thursdays, 7:30 p m.
J E Lemon, 5th st.P
J H Kettlewell.RS
J H Kettlewell.FS
J E Lemon, 5th st.LR
C W Meyers, 403 S Front st, Wheel-
ing, W Va.P O R R.H L
Dean, B & W C Ry.Ch

398 TIP TOP, Goodland, Kas. Robinson
hall, Thursdays, 2 p m.
J D Ruberson, 122 W 14th st.P
J W McLeay, 312 W 15th st.RS
J W McLeay, 312 W 15th st.FS
J D Ludwig, 311 W 13th st.LR
G C Horton, 1408 E 15th st, C R I
& P Ry.Ch

397 LONG DIVISION, Holsington, Kas.
I O O F hall, 1st and 3d Saturdays,
2:30 p m.
A M Woodden, 316 E 2d st.P
E R Anderson, 809 E 1st st.RS
F F Durheim, Box 442.FS
F F Durheim, Box 442.LR
B E Stephens, 267 W 3d st, M P R
R.Ch

398 CONSTANT, Olean, N Y. Red Men's
hall, 119 W State st, 2d and 4th Tues-
day nights.
L L Younglove, 504 N 5th st.P
W J Murphy, 401 N 8th st.RS
W J Murphy, 401 N 8th st.FS
W A Gore, 1305 W State st.LR
W A Gore, 1305 W State st, Pa Co
(E).Ch

399 CRESCENT CITY, New Orleans, La.
McMahon's hall, 1112-1114 Dryades st,
1st Monday at 7:30 p m and 2d and 4th
Thursdays at 9:30 a m.
G Dwelle, 1126 S. Franklin st.P
F A Ballard, 4102 Tchoupitoulas st.RS
F A Ballard, 4102 Tchoupitoulas st.FS
R J Lacey, 2535 Banks st.LR
R J Lacey, 2535 Banks st, I C R R
R.F Minor, 2706 Bruxelles st, So Ry
R.F J Fanning, 1543 Chippewa st,
N O P B R R.Ch

- 400 MARIAS DES CYGNE, Oswatomie, Kas. K of P hall, Tuesdays 8 p m.
P G Morris P
A H Stanley, 813 Walnut st.RS
C S Edgerlie, Box 645FS
L E Teeter, 407 Main st.LR
L E Teeter, 407 Main st, M P R R.Ch
- 401 ITASCA, Two Harbors, Minn. Iron Dock hall, Cedar st and 2d av. 1st and 3d Sundays, 2 p m.
Wm Platt, Box 335P
H C Olson, Box 531RS
Alex HallidayFS
W HastingsLR
G Vanvalkinburg, D & I R R R.Ch
- 402 WATER LILY, Water Valley, Miss. K of P hall, 1st and 3d Tuesdays, 3 p m.
J A Ramay, 207 Calhoun st.P
B G GumerRS
J A Ramay, 207 Calhoun st.FS
R E SizemoreLR
M M Turner, I C R R.Ch
- 403 DEVOTION, Lawnsencville, Va. K of P hall, 1st and 3d Sundays, 9 a m.
L C Jones, Box 55P
T L Brownell, R F D 1, Box 8, N Emporia, 188 Jackson av. Portsmouth, Va.RS
J L Pool, 188 Jackson av. Portsmouth, Va.FS
G T Hamlet, Fitchburg, Va.LR
C D Shackleton, 516 Mt Vernon av. Portsmouth, Va. So Ry.Ch
- 404 DUNMORE, Scranton, Pa. K of M hall, 322 Adams av, 2d and 4th Sundays, 2 p m.
T L Dougherty, 301 Oak at, Dunmore, Pa.P
F Galloway, 972 Wood st, Duryea, Pa.RS
G Galloway, 972 Wood at, Duryea, Pa.FS
W W Seeley, 625 Spring st, Moosic, Pa.LR
F Milner, 126 Bloom st, Dunmore, Pa.Ch
Erie R R.Ch
- 405 PERU, Psru, Ind. P H C hall, 3d floor, 3d and Broadway, 2d Tuesday, 1:30 p m, 4th Thursday 7:30 p m.
R F Hester, 287 W 6th st.P
M Griffith, 48 Ewing st.RS
C A Dice, 229 E 6th st.FS
C A Dice, 229 E 6th st.LR
C J Wagner, 164 Grant st, W Ry.Ch
- 406 THANKSGIVING, Foxburg, Pa. I O F hall, 1st and 3d Saturdays, 8 p m.
J A GallenaP
H Hall, Box 48RS
H Hall, Box 48FS
L D BashLR
J McDonnell, B & O R R.Ch
- 407 PUCET SOUND, Seattle, Wash. A O U W Bldg, 9th av, 2d and 4th Saturdays, 7:30 p m.
J M Nauer, 1331 20th av, S.P
I S Good, Summer, Wash.RS
J H Gillyly, 1504 E Alder st.FS
J H Gillyly, 1504 E Alder st.LR
R W Moxley, 3629 1st av, N W N. P Ry.P
P C R R (Wash).E W Bowdish, Box 467, Des Moines, Wash. O W R R & N Co.Ch
- 408 CRYSTAL, Springfield, Ill. Red Men's hall, 124 1/2 S 6th st. 1st and 3d Sundays, 2 p m.
F J Lenz, 1002 S 14th st.P
W R Kelly, 925 N 9th st.RS
C E Collier, R F D 1,FS
B E Collier, 2337 Grandview av.LR
C E Collier, R F D 1, C P & St L R R.H Shifflett, 555 W Jefferson st, C & A R R.E Spindel, 605 W 1st st, Taylorville, Ill. C & I M Ry.Ch
- 409 AIR LINE, Princeton, Ind. Hafer's hall, 921 S Seminary st, 1st and 3d Wednesdays, 7 p m, 2d and 4th Sundays, 2 p m.
C Larrance, 302 S Prince st.P
W H Lee, 1103 S Gibson st.RS
A H Sankamp, 1017 S Seminary at, FS
W H Lee, 1103 S Gibson st.LR
R H Thorp, 1723 Culberson av, New Albany, Ind. So Ry.Ch
- 410 HERBERT P LITTLEJOHN, Fitchburg, Mass. Red Men's hall, Laurel st. 1st and 3d Sundays, 10 a m.
J W Mackey, R F D 1P
E McClumpha, 181 Boutelle at, Act RS
E McClumpha, 161 Boutelle at, Act FS
W J Tower, 63 Myrtle av, B & M R R.Ch
- 411 ENSIGN, McComb, Miss. Morgan's hall, 2d and 4th Sundays, 2:30 p m.
P E Jackson, 426 N Magnolia st.P
B Lancaster, 525 Louisiana av.RS
N B Brady, Box 437FS
S L Montgomery, 517 Michigan av.LR
N B Brady, Box 437, I C R R.Ch
- 412 WINNEBAGO, Fond du Lac, Wis. Farmory E hall, 31 E 2d st, 1st Monday, 7:30 p m, 3d Monday, 1:30 p m.
R Schmeberger, 360 Sherman st.P
J D Harrison, 18 S Sophia st.FS
E Kruke, 420 S Marr st.FS
T P Hayden, 25 Carpenter st.LR
H G Pfaff, 76 S Sibley st, M St P & S Ste M Ry.Ch
- 413 GULF GARDEN, Charlotetown, Prince Edward Island, Can. Orange hall, 1st and 3d Sundays.
P A Smith, 35 Prince st.P
C L Partridge, 221 Water st.RS
J L Douglas, 179 Grafton av.FS
J T Revell, 26 Longworth av.LR
J W F McCallum, 49 Water st, C N Rys (CQ)Ch
- 414 ADAMANT, St Louis, Mo. Marten's hall, 922 S Vandewater av, 1st and 3d Tuesdays 8 p m.
J L Whitaker, 7407 Hazel st, Maplewood, Mo.P
J M Moore, 4335 McKee av.RS
J M Moore, 4335 McKee av.FS
E T White, 2010 Kraft st.LR
E T White, 2010 Kraft st, St L S F Ry.Ch
- 415 LUZERNE, Kingston, Pa. Pacer hall, 2d and 4th Sundays, 2 p m.
J McAdams, 155 Main st.P
E E Bisher, 158 Division st.RS
J S Usher, 105 Thomas st, Edwardsville, via Kingston.FS
C C Search, 22 Chester st.LR
J S Usher, 105 Thomas st, Edwardsville, via Kingston, D L & W Ry.Ch
- 416 RADIANT, Mahoningtown, Pa. K of P hall, Cedar and Cherry sts, 2d Wednesday and 4th Friday, 8 p m.
H Morrison, 104 E Clayton.P
W R Bollinger, 104 W Madison st.RS
W R Bollinger, 104 W Madison st.FS
W C Powers, E R D 8.LR
C E Amon, 305 W Madison st, Pa Co (W)Ch
- 417 DIAMOND, Champaign, Ill. Labor hall, 324 N Hickory st, Room 212, 1st and 3d Thursdays, 7:30 p m.
D T Younglove, 305 W Vine st.P
H Moore, 25 E Healey st.RS
F H Moore, 25 E Healey st.FS
D T Younglove, 205 W Vine st.LR
N A Marshall, 58 E Healey st, I C R R.Ch
- 418 BALD EAGLE, Jersey Shore, Pa. Miller Block hall, cor Allegheny and Broad sts, 2d Tuesday, 7:30 p m; 4th Sunday, 2:30 p m.
R M Beach, R F D 3.P
R W Veley, 325 Campbell st.RS
R T Breon, 219 Maple st.FS
R T Breon, 219 Maple st.LR
R T Breon, 219 Maple st, N Y C (E) Ch
- 419 STEPTOE BUTTE, Walla Walla, Wash. Moose hall 2d and 4th Thursdays.
W H Horsley, 811 W Elm st.P
M F Shaw, 720 N 9th st.RS
T O'Leary, 311 E Boone av, Spokane, Wash.FS
A Jones, 1125 W Pine st.LR
Wm H Goodknecht, 1109 N 9th at, O W R R & N Co.Ch
- 420 ANN ARBOR, Owosso, Mich. G A R hall, E Main st, 1st Tuesday and 3d Friday, p m.
L Pullen, 310 S Dewey st.P
O Fisher, 821 Division st.RS
C Fisher, 821 Division st.FS
C J Colver, 515 Clonick st.LR
L Pullen, 310 S Dewey st, A A R R.Ch
- 421 WINDSOR, Windsor, Ont. Can. 3 Labor Temple, Ouellette and Chatham sts, 1st and 3d nights of each month, 8:30 p m.
R M Cooper, 319 Pierre av.P
W J Parry, 906 Arthur st.RS
S Carther, 1060 Brant st.FS
S Carther, 1060 Brant st.LR
W J Parry, 906 Arthur st, G T Ry of Can.Ch
- 422 WM MCKINLEY, Grsenville, Tex. R of P hall, 2d and 4th Tuesdays, 7:45 p m.
B F Montgomery, Wellington st.P
J C Perry, Wellington st.RS
J C Perry, Wellington st.FS
W L McKinney, 3907 Roberts st.LR
W Hicky, 3808 Templeton st, M K & T Ry.Ch
- 423 MOUNT HELENA, Helena, Mont. K of P hall, 1st and 3d Fridays.
A E Lynes, Box 618.P
E Godfrey, 817 Ninth av.RS
A E Lynes, Box 648.FS
E Godfrey, 817 9th av.LR
- 424 FLEETWOOD, Covington, Ky. Eagle hall, 8th st, between Scott and Madison av, 2d and 4th Tuesdays, 8 p m.
C E Stephenson, 1508 Garrard st.P
C C Perry, 1533 Garrard st.RS
J C Rallenkotter, 1412 Garrard st.LR
J C Rallenkotter, 1412 Garrard st.LR
J C Rallenkotter, 1412 Garrard st, C & O Ry.Ch
- 425 CHIPPEWA VALLEY, Chippewa Falls, Wis. I O O F hall, 2d and 4th Sundays, 2:30 p m.
H Koehler, 1017 Pearl st.P
A Potter, 914 Mansur st.RS
W Erickson, 321 W Central st.FS
F Godfrey, 823 Ella av, Ashtland, Wis.LR
P J Lightbody, 50 E Central st, M St P & S Ste M Ry.Ch
- 426 TOMBIGBEE, Birmingham, Ala. New Fraternal hall, 2213 3d av, N, 2d and 4th Mondays, 8 p m.
J L Niblett, 4203 Av "D".P
J D Belcher, 4209 Av B.RS
C H Smith, 4240 Av B.FS
C H Smith, 4240 Av B.LR
J B Thomas, 1530 32d av, N, Sou Ry.P
C C Coker, 8140 Rugby av, Box 144 E Lake Sta, S A L Ry.Ch
- 427 CONCAREE, Columbia, S C. Elks' Home, Main and Hampton av, 1st and 3d Sundays.
C N Cooke, 1511 Gregg st.P
C M Stricklin, 2210 Taylor st.RS
L B Johnson, 1709 Taylor st.FS
C V Cooke, 1511 Gregg st.LR
L B Johnson, 1709 Taylor st, So Ry.P
W G Hardin, 149 Lacy st, Chester, S C & C N W Ry.Ch
- 428 CHEROKEE, Van Buren, Ark. Brotherhood hall, Thursdays, 7:30 p m.
F B BobwrightP
B H LobdillRS
B H LobdillFS
H CravleyLR
C Wingfield, 302 Jefferson st, M P R R.Ch
- 429 U S CRANT, Chicago, Ill. Haley's hall, 38th and Archer av, 1st and 3d Thursdays, 7:30 p m.
J McCarron, 3340 S Western av.P
J Cooney, 4107 S Francisco av.RS
J Cooney, 4107 S Francisco av.FS
J McCarron, 3340 S Western av.LR
C Witte, 4417 S Sawyer av, A T & S F.Ch
- 430 WINCHESTER, Brunswick, Md. Red Men's hall, 2d and High sts, 1st, 3d and 5th Wednesdays, 7:30 p m.
J A McMurray, Box 41.P
W F Good, Box 433.RS
W F Good, Box 433.FS
E W Leach, Box 739.LR
W H Calhoun, Box 685, B & O R R.Ch
- 431 IONIA, Ionia, Mich. Trades and Labor Council hall, 420 W Main st, 2d and 4th Sundays.
J A Erickson, 203 S Jefferson st.P
C Krueger, 320 E Lincoln st.RS
C Ramlow, 441 E Main st.FS
C Ramlow, 441 E Main st.LR
C Ramlow, 441 E Main st, P M Ry.Ch
- 432 MARYLAND, Baltimore, Md. Friendship hall, 125 E Montgomery at, 1st, 2d, 3d and 5th Tuesdays, 8 p m.
A H Lichtenberg, 1545 Ramay av.P
C Pennell, 1597 Henry st.RS
T C Stahlman, 102 W Fort av.FS
F O Larimer, Landsdown, Md.LR
W H Walter, 1726 Montpelier st, B & O R R.Ch
- 433 C O SHERMAN, Breckenridgs, Minn. K of P hall, 2d Sunday, 2 p m, 4th Sunday, 7:30 p m.
C Reed, Box 181.P
A Zarske, 110 N 10th st.RS
A Zarske, 110 N 10th st.FS
J H Burke, Box 425.LR
J H Burke, Box 425, G N Ry.Ch

434 WILLOW GROVE, New Castles, Pa. K
of P hall, Cedar and Cherry sts, 2d
Sunday afternoon and 4th Wednesday
evening.
C M Hill, 201 W Cherry st.....P
W J Hetrick, 310 Fulkerson st.....RS
C A DeRemer, 207 Blanchard st.....FS
Wm Cochran, 660 Wilson av, Youngs-
town, Ohio.....L.R
B Myers, 207 Blanchard st, B & O
R R.....Ch

435 NOTTOWAY, Crewe, Va. I O O F
hall, Carolina av, 2d and 4th Fridays,
7 p m.
T G McGehee.....P
C D Saunders, Box 345.....RS
P C Bradshaw.....FS
C H Wells.....L.R
C A Stone, Box 154, N & W Ry.....Ch

436 PITTSBURGH, Pittston, Pa. F O E hall,
Water st, 1st and 3d Mondays, 8 p m.
S B Bennett, 212 Spring st, W Pitts-
ton, Pa.....P
T J Waters, 35 Carroll st.....RS
E S Martin, 73 Mill st.....L.R
T H Barnhart, 507 Delaware av, W
Pittsburgh.....L.R
S B Bennett, 212 Spring st, W Pitts-
ton, Pa, L V R R.....Ch

437 EMERALD, Leavenworth, Kas. Labor
hall, 315 Delaware st, 2d and 4th Thurs-
days, 8 p m.
J A Blume, 326 Klowa st.....P
W E Connell, 308 N 4th st.....RS
W E Curlin, 720 Klowa st.....FS
W E Connell, 308 N 4th st.....L.R
A Schmidt, 316 Spruce st, U P R R.....Ch

438 COMFORT, Cheyenne, Wyo. Fraternal
hall, Wednesdays, 8 p m.
J C Couch, 510 W 24th st.....P
H Moritz, 2303 O'Neil st.....RS
H Moritz, 2303 O'Neil st.....FS
J James, 1810 Thomas st.....L.R
H L Ferguson, 511 E 25th st, U P R
R.....L.R T Coyle, 421 W 26th st,
C & S Ry.....Ch

439 MILFORD, Milford, Utah, Masonic
hall, Saturdays, 2:30 p m.
C W Johnston.....P
M M Vincent.....RS
L J Calhoun.....FS
J H Hanlon.....L.R
W A Fawcett, L A & S L R R.....Ch

440 CHERISH, Monett, Mo. O R C hall,
cor Broadway and 4th sts, 1st and 3d
Tuesday nights.
M L Lane.....P
R C Farrow, 621 N 8th st.....RS
R C Farrow, 621 N 8th st.....FS
E A Eversly, 304 9th st.....L.R
F L Higgins, 9th and Kale sts, St L
S F Ry.....Ch

441 MIAMI, Cincinnati, Ohio. Columbia
hall, 3835 Eastern av, 2d Wednesday, 8
a m, 4th Wednesday, 7:30 p m.
E Goodear, 304 Delta av.....P
R E Essert, 423 Delta av.....RS
R C Essert, 423 Delta av.....FS
J D Thomas, 344 Tusculum av.....L.R
C H Gear, 205 Mulberry at, Pa Co
(W).....Ch

442 BARRIE BAY, Allandale, Ont. Can.
Orange hall, 2d Sunday, 2:30 p m, 4th
Sunday, 8 p m.
H E Long, 90 Essa st.....P
F J Ellis, 49 Gowan st.....RS
J Munro, 92 Burton av.....FS
J Webb, 208 Bradford st, Barrie, Ont.
Can.....L.R
C H Chapman, 37 Innisfil at, Barrie,
Ont, G T Ry of Can.....Ch

443 RESURRECTION, Staples, Minn. Sover-
eign's hall, 2d and 4th Thursdays.
J M Dyer.....P
N P Arnold, Box 625.....RS
J M Dyer.....FS
A Nurnberger.....L.R
G Hall, Box 89, N P Ry.....Ch

444 MISSION RIGGE, Knoxville, Tenn.
Hall over L L Barber Shop, 309 N Gay
st, Wednesdays, 9:30 a m.
N Hansard, 119 W Scott at.....P
L Caldwell, 137 S Gay at.....RS
E L Caldwell, 137 S Gay at.....FS
H Dowell, 108 Burwell av.....L.R
C O Talley, 120 Oakhill av, So Ry.....Ch

445 PROTECTIVE, Cresson, Pa. I O O F
hall, cor 2d st and Keystone av, 2d and
3d Mondays, 8 p m.
E Whitehead.....P
J Washington, 110 Sumner st.....RS
J Washington, 110 Sumner st.....FS
J Washington, 110 Sumner st.....L.R
J H Parrish, Pa Co, (E).....Ch

446 BLUESTONE, Bluefield, W Va. Moose
hall, Mercer st, Tuesdays, 8 p m.
J M Boyd, 200 Halifax st.....P
R G Norton, 43 Bluefield av.....RS
L C Thornton, 102 Mercer st.....FS
L C Thornton, 102 N Mercer st.....L.R
J A Burton, 208 Togewell st, N & W
Ry.....Ch

447 INDIANA, Indianapolis, Ind. Hall,
1101 English av, Tuesdays, 7:30 p m.
P J Rufner, 246 S Walcott st.....P
J F Tritch, 322 S Walcott st.....RS
E J Miller, 1023 Fletcher av.....FS
W A Worley, 5029 E Michigan st.....L.R
W A Worley, 5029 E Michigan st, C C
C & St L Ry.....Ch

448 ALTAMONT, S Cumberland, Md. I O
O F hall, Virginia av, 1st, 3d and 5th
Tuesdays, 7 p m, 2d and 4th Tuesdays,
2 p m.
W A B Liller, 219 Arch st, Cumberland,
Md.....P
W H Reel, 221 Arch st, Cumberland,
Md.....RS
O S W Fazenbaker, 88 Gilmore st,
Keyser, W Va.....FS
O S W Fazenbaker, 88 Gilmore st, Key-
ser, W Va.....L.R
J C Z Spring, 19 Virginia av, Cum-
berland, Md, B & O R R.....Jas
Lilly, Mt Savage, Md, C & P R R
.....Wm H Emerick, Box 25, El-
lersville, Md, Pa Co (E).....Ch

449 NOLAN RIVER, Cleburne, Texas. B
of R T hall, Wednesdays, 7:30 p m.
P R Robertson, 306 W Wellington
st.....P
C M Griffin, 1205 Wilhite st.....RS
P L Benton, 418 W Wardville st.....FS
L G Smith, 606 S Wilhite st.....L.R
W G Cox, Box 436, G C & S F Ry.....Ch

450 MARGUERITE, St Paul, Minn. Maso-
nic hall, 7th and Randolph, 2d and
4th Sundays, 10 a m.
A Holly, 336 S Osceola av.....P
F Brickner, 763 Armstrong av.....RS
W B Baddele, 834 James st.....FS
F E Tillquist, 1604 Charles st.....L.R
F Brickner, 763 Armstrong av, C St
P M & O Ry.....Ch

451 WOODLAWN, South Chicago, Ill. Jar-
muth hall, 9118 Commercial av, 1st and
3d Thursdays, 8 p m.
R O Shearer, 9222 Harper av, Chicago,
Ill.....P
L H Fuehrmeyer, 645 E 89th pl, Chi-
cago, Ill.....RS
J E Wyckoff, 10654 Ar, G, Chicago,
Ill.....FS
R C Voss, 10328 Ewing av, Chicago,
Ill.....L.R
R C Voss, 10328 Ewing av, Chicago,
Ill, B & O R R.....C E Brown, 1544
E 94th st, Chicago, Ill, NYC & St
L R R.....Ch

452 WH BEAZLEV, Parkersburg, W Va.
Fraternal hall, 506 1/2 Market st, 2d and
4th Sundays, 7:30 p m.
B F Edwards, 720 W 555 1/2 st.....P
B E Starkey, 1407 Cornwell st.....RS
E E Cole, 3 Willard bldg.....FS
W E Delaney, 343 Foundry st, New
Martinsville, W Va.....L.R
E E Cole, 3 Willard bldg, B & O
R R.....Ch

453 SUGAR LOAF, Campbellton, N B.
Can. Engineers' hall, 2d and 4th Sun-
days.
J McCallum.....P
P D McCallum.....RS
S H Jamieson, Box 398.....L.R
W J McKinnon.....FS
S H Jamieson, Box 393, C N Ry
(C G).....Ch

454 MOUNTAIN PARK, Ashley, Pa. Eddy
hall, 101 N Main st, 2d Monday, 7:30
p m.
D Flunigan, 713 Hazel av, Wilkes-
barre, Pa.....P
A J Eddy, 101 N Main st.....RS
R S Small, 23 Timpon st.....FS
B H Wenzel, 133 Manhattan st, C R
R of N J.....Ch

455 BLUE RIGGE, Asheville, N C. O R
C hall, 418 Depot st, 2d and 4th Sun-
days, 9:30 a m.
H E Stepp, 57 John st.....P
M M Morgan, 56 Ora st.....RS
G M Denton, 80 Ora st.....FS
G T Dunlap, 302 S French Broad.....L.R
W E Broom, 31 Tremont park, W
Asheville, N C, Sou Ry.....Ch

456 SUN RIVER, Great Falls, Mont. I O
O F hall, 2d and 4th Fridays, p m
B L Madden, 922 1st av, S W.....P
J C Alt, 714 1st av, S W.....RS

J C Alt, 714 1st av, S W.....FS
H M Jones, Box 291.....L.R
H M Jones, Box 291, G N Ry.....Ch

457 STAR, Seymour, Ind. Masonic Tem-
ple, W 2d st, Room 6, Tuesdays, 7:30
p m.
S L Brooks.....P
L L James, 119 S Broadway.....RS
L L James, 119 S Broadway.....FS
P Pease, 428 E Second.....L.R
L L James, 119 S Broadway, B & O
R R.....Ch

458 MACKINAW, Van Wert, Ohio. Kirk-
patrick hall, Clarion and Iowa sts, 2d
and 4th Sundays.
W J Freyersmuth, 679 N Market st...P
J F Eckhart, 214 S Shannon st.....RS
A G Davis, 415 Boyd av.....FS
P Lehman, 1st and Washington.....L.R
J F Eckhart, 214 S Shannon at, C N
R R.....Ch

459 CONTENT, Wabash, Ind. Red Men's
hall, Wabash and Market sts, 1st and
3d Sundays, 2:30 p m.
H Pitts, 508 Washington st.....P
H L Miller, 780 Columbus st.....RS
E E Nicely, 65 S Allen st.....FS
H N Sharp, 195 E Canal st.....L.R
H L Miller, 780 Columbus at, C C C
& St L Ry.....Ch

460 HILL CITY, Vicksburg, Miss. Marine
Engineers' hall, over Delta Bank, 1st
and 3d Fridays, 8:10 p m.
L D Steward, 2405 Washington st.....P
D P Kennedy, 718 Bridge st.....RS
D P Kennedy, 718 Bridge st.....FS
E W Floyd, 1214 Finney st.....L.R
W F Green, 251 North Blvd, Baton
Rouge, La, Y & M V R R.....Ch

461 MT WASHINGTON, Woodville, N H.
Moose hall, 1st and 3d Sundays, 7:30
p m.
W E Gordon, 30 Smith st.....P
R B Hatt, 39a Highland st.....RS
R B Hatt, 39a Highland st.....FS
R B Hatt, 39a Highland st.....L.R
G A Heiderson, Box 471, B & M R
R.....Ch

462 LAKE CITY, Erie, Pa. Falcon's
hall, cor 19th and Ash sts, 1st and 3d
Thursdays, 8 p m.
F W Delavern, 857 E 21st st.....P
F H Tenny, 949 E 24th st.....RS
L E Peterson, 2821 Wayne st.....FS
D W Owen, 833 E 23d st.....L.R
W G Harley, 159 E 11th st, Pa Co
(E).....T II Baker, 155 E 23d st, Pa
Co (W).....Ch

463 ELMIRA, Elmira, N Y. Painters hall,
143 1/2 W Water st, 3d floor, 2d and 4th
Sundays, 8 p m.
Thos Costello, 716 S Main st.....P
H L Paris, 306 Southport st.....RS
H L Paris, 306 Southport st.....FS
H L Paris, 306 Southport st.....L.R
N H Purdy, 109 1/2 W La France, Pa
Co (E).....Ch

464 WHEAT CITY, Brandon, Man. Can.
I O O F hall, 12 8th st, 1st and 3d
Sundays, 14 K.
E H Cove, 414 Princess av E.....P
E H Westbury, 409 Russell st.....RS
E H Westbury, 409 Russell st.....FS
W L Druce, 4 Avenue Bk, C F Ry.....L.R
W L Druce, 4 Avenue Bk, C F Ry.....Ch

465 ORMSBY, Pittsburgh, S Side, Pa.
Weber's hall, 27th and Sarah sts, 2d
Monday, 10 a m, 4th Monday, 7 p m.
J A Donovan, 59 S 27th at.....P
C M Rohrbacher, 979 Warrington av.....RS
G W Souser, 61 Pasadena st.....FS
C J Fierst, 2336 Carson st.....L.R
T H Higgins, 120 Jones av, Monongah-
ela, Pa, Pa Co (E).....Ch

466 ORPHANS' HOPE, Oennison, Ohio.
K of C hall, 4th and Center sts, 1st
Monday and 3d Sunday at 1:30 p m.
L J Van Loh, 626 N 1st st.....P
C R Porter, 920 N Water st, Uhrichs-
ville, Ohio.....RS
B M Murphy, 607 N Uhrich st,
Uhrichsville, Ohio.....FS
O Watkins, 933 E 4th av, Uhrichsville,
Ohio.....L.R
E McLean, 435 L Garfield av, Colum-
bus, Ohio, Pa Co (W).....Ch

467 HIGHLAND, Albuquerque, N M. La-
bor Union hall, 217 1/2 S 2d st, Sundays,
2:30 p m.
Wm F Guy, Box 1092, Gallup, N M.....P
A C Culver, Box 622.....RS
A C Culver, Box 622.....FS
A C Culver, Box 622.....L.R
R L Popplin, 306 S Edith at, A T & S
F Ry (C).....Ch

463 ONTARIO, London, Ont. Can. Society hall, Dundas st, 2d and 4th Sundays, 2 p m.
 J Kennedy, 445 Woodman av.....P
 J Y Yorke, 624 Princess av.....RS
 J Y Yorke, 624 Princess av.....FS
 W S Johnston, 465 Ontario st.....LR
 W S Johnston, 465 Ontario st, C P Ry Ch

469 MT KATAHDIN, Brownsville Jct, Me. Foresters' hall, 2d Sunday and 4th Monday.
 L J Whelpley.....P
 R C Clark.....RS
 J G Doyle.....FS
 E G Ryder.....FS
 P F Thombs, C P Ry.....Ch

470 JOHN A LOGAN, Murphysboro, Ill. K C hall, 11th and Locust sts, 2d and 4th Tuesdays, 7:30 p m.
 E J Banister, 1420 Walnut st.....P
 R H Collins, 1528 Edith st.....RS
 Wm Fraley, 2017 Pine st.....FS
 F A Gerstenschlager.....Ch
 F A Gerstenschlager, M & O R R.....Ch

471 INTERNATIONAL, Bridgeburg, Ont. Can. Allen's hall, 1st and 3d Fridays.
 W E Near.....P
 W E Near.....RS
 W E Near.....FS
 P Strange, Amigari, Ont, Can.....LR
 P Strange, Amigari, Ont, Can, G T Ry of Can.....Ch

472 JOHN J MANNING, Buffalo, N Y. Ebke's hall, Gold and Lovejoy sts, 1st and 3d Fridays, 8:30 p m.
 H Kreuger, 97 Edison pl.....P
 A E Easterling, 599 Hopkins st.....RS
 B Bautman, 218 Locust st.....FS
 H C Kreuger, 97 Edison pl.....LR
 L Edelmayr, 120 Longnecker st.....P
 R R.....Ch

473 DEL-MAR-VA, Delmar, Del. Lynch's hall, 2d and 4th Tuesdays.
 H S Green, 500 East st.....P
 H W Gravenor, East st.....RS
 J B Green, 104 Pins st.....FS
 W H Draper.....LR
 B F Elliott, 510 Elizabeth st, P Co (E).....Ch

474 TAUNTON, Taunton, Mass. Elks' hall, Main and Welr sts, 1st Sunday, 10 a m, 3d Monday, 8 p m.
 C E Wilkenson, 62 Cohannet st.....P
 C F Smith, 13 Anderson st.....RS
 J Lang, 48 Clinton st.....FS
 J J Lang, 48 Clinton st.....FS
 J J Lang, 48 Clinton st, N Y, N H & H R R.....Ch

475 JAS LEAHY, Grand Junction, Colo. Eagles' hall, Fridays, 2 p m.
 W F Triplett, 347 Ute av.....P
 J A Barbour, 542 W M st.....RS
 J A Barbour, 542 W M st.....FS
 J F McHugh, 322 N 8th st, D & R G R R.....Ch

476 W J WARD, Woodstock, N B. Can. I O F hall, Main st, 1st and 3d Sundays, 2 p m.
 M H Craig.....P
 J E True, Box 149.....RS
 Wm Rudge.....FS
 A McIntyre.....LR
 W R King, Box 85, C P Ry.....Ch

477 COLLEGE CITY, Galesburg, Ill. B of L F & E hall, 1st, 3d and 5th Sundays, 7:30 p m. 2d and 4th Wednesdays, 2:30 p m.
 R W Eckerman, 334 N Chambers st.....P
 G A Tapp, 443 Lombard st.....RS
 G A Tapp, 443 Lombard st.....FS
 E Morrison, 248 W Brooks st.....LR
 C E Hunt, 392 Monmouth blvd, C B & Q R R.....Ch

478 NARRAGANSETT, Providence, R I. B of L E hall, 98 Weybosset st, 2d and 4th Thursdays, 7:30 p m.
 G W Sawtell, 9 Liberty st.....P
 E W Leaver, 122 Berkeley st.....RS
 Wm M Taylor, 54 Goddard st.....FS
 G W Sawtell, 9 Liberty st.....LR
 Wm M Taylor, 54 Goddard st, N Y, N H & H R R.....Ch

479 ST GEORGE, Smiths Falls, Ont. Can. B of D F & E hall, 2d and 4th Mondays, 2 p m.
 G Snider, Box 143.....P

W I Young, Box 1455.....RS
 G Snider, Box 143.....FS
 G Snider, Box 143.....LR
 H Richmond, Box 1183, C P Ry.....Ch

480 CHIPETA, Durango, Colo. Circs hall, Main st, 1st and 4th Mondays, 7:30 p m.
 C C Underhill, 723 4th av.....P
 J A Branan, 680 4th av.....RS
 W M Virden, Box 594, Rico, Colo.....FS
 J S Adams, 873 Fifth av.....LR
 R E Nixon, 602 Fourth av, D & R G R R.....Ch

481 EASTER, St Louis, Mo. Field hall, 14th and Anglerd sts, 1st Wednesday, 8 p m, 3d Thursday, 9 a m.
 H Pepmiller, 1310 Hebert st.....P
 F Stark, 475 W Florissant av.....RS
 R N Rooks, 4027a Ashland av.....FS
 R N Rooks, 4027a Ashland av.....LR
 R N Rooks, 4027a Ashland av, C B & Q R R.....J J Goldan, 4333 N Broadway, W Ry.....Ch

482 STILLWATER, Whitefish, Mont. Matthews' hall, 1st Saturday, 3d Sunday.
 B S Whitney, Box 357.....P
 L A Stanton, Box 614.....RS
 L A Stanton, Box 614.....FS
 J M Maher, Box 513, G V Ry.....Ch

483 INDEPENDENCE, Crookston, Minn. Fournet hall, 2d Tuesday 7:30 p m, 4th Sunday 2:30 p m.
 I A Lundeen, 122 Euclid av.....P
 G A Voytilla, 514 Holly av.....RS
 I Lundeen, 122 Euclid av.....FS
 G A Voytilla, 514 Holly av.....LR
 G Voytilla, 514 Holly av, G N Ry.....Ch

484 SOUTH AMBOY, South Amboy, N J. K of P hall, 1st and Stockton sts, 1st and 3d Sundays, 3:30 p m.
 H MacDowall, 309 Main st.....P
 L D Wortley, 206 N Broadway.....RS
 L D Wortley, 206 N Broadway.....FS
 T Wortley, Bay View Manor.....LR
 R T Wortley, Bay View Manor, P Co (E).....Ch

485 PAUL REVERE, Somerville, Mass. Newbun hall, Broadway and Franklin sts, 1st Sunday, 10:30 a m, 3d Thursday, 8 p m.
 C I Gray, 10 Hartshorn st, Reading, Mass.....P
 J C Robinson, 269 Boston av, Medford Hills, Mass.....RS
 E Bryant, 1 Hillside av.....FS
 W D Phelps, 61 Elm st.....LR
 G E Fenton, 23 Weyth st, Malden, Mass, B M R R.....S H Underwood, 437 Winthrop st, Winthrop, Mass, B R B & L R R.....Ch

486 MARCELINE, Marceline, Mo. Over Stats Bank, 1st Thursday, 7:30 p m, 3d Sunday, 2:30 p m.
 E Swink, 505 S Kansas av.....P
 R R Kelley, 300 W Booker st.....RS
 R R Kelley, 300 W Booker st.....FS
 I McNeal, 324 W Lake st.....LR
 R R Kelley, 300 W Booker, A & S F Ry.....Ch

487 WHIRLPOOL, Niagara Falls, Ont. Can. Orange hall, cor Victoria av and Morrison st, 1st and 3d Mondays, p m.
 W J Roberts, 11 Haywood av.....P
 W G Robertson, 169 4th av.....RS
 L Scoble, 10 Stanton av.....FS
 J W Burch, 37 Jepson st.....LR
 J W Burch, 37 Jepson st, G T Ry.....Ch

488 GOLD BELT, Canon City, Colo. Hall, 116 N 5th st, 2d and 4th Mondays, p m.
 W McDonald, Florence, Colo.....P
 G Dickinson, Box 275.....RS
 G Dickinson, Box 275.....FS
 A Hardy, Dawson, N M.....LR

489 PORT ARTHUR, Pittsburg, Kas. I O F hall, 115½ W 5th st, Mondays, p m.
 A D Ratliff, Box 253.....P
 C B Marse, 612 E 8th st.....Act RS
 T F Schirk, 303½ E 9th st.....FS
 H L Wolfe, 406 E Eighth st.....LR
 T F Schirk, 303½ E 9th st, K C Ry, Ch

490 VALLEY, Pittsburg, Pa. Arsenal hall, cor 43d and Butler sts, 1st and 3d Wednesdays, 7:30 p m.
 J H Keller, 21 4th st.....P
 J J Gibbs, 4421 Davison st.....RS
 Wm J Kupp, 21 4th st.....FS
 W J Kupp, 21 4th st.....LR
 F J Schrock, 123 W Front st, Oil City, Pa, P Co (E).....Ch

491 BARTON SPRINGS, Austin, Texas. Tenth Ward Firs hall, 1st Sunday, 3:30 p m, 3d Monday, 7:30 p m.

J B Sutton, 1801 E 6th st.....P
 A B Collins, 1018 E 2d st.....RS
 A B Collins, 1018 E 2d st.....FS
 J W Cordell, 1708 E 4th st.....LR
 A B Collins, 1016 E 2d st, S P (Ad Sys).....Act Ch

492 IVANHOE, Smithvills, Texas. I O O F hall, Thursdays, 8 p m.
 W B Churchill.....P
 F P Loughridge, Box 186.....RS
 R O Callaway, P O Box 492.....FS
 M W Curry, Box 683; San Marcos, Texas.....LR
 F P Loughridge, Box 186, M K & T Ry.....Ch

493 STILL RIVER, Danbury, Conn. J O U A M hall, 2d and 4th Sundays at 10 a m.
 J P Keating, 3 McDermitt st.....FS
 Wm Deakin, 172 South st.....LR
 J R Hennessey, 19 Wildman st, N Y N H & H R R.....Ch

494 BAY DE NOC, Gladstons, Mich. I O O F hall, 2d Sunday, 9:30 a m, 4th Sunday, 2:30 p m.
 P La Clair, 1003 Superior av.....P
 Wm H Petersen, 1008 Minnesota av.....RS
 Wm H Petersen, 1008 Minnesota av.....FS
 C A Gornan, 1417 Minneapolis av.....LR
 B Bibblecom, 1013 Minnesota av, M, St P & S Ste M Ry.....S W Farley, 204 Houghton av, Manistique, Mich, M & L S R R.....Ch

495 BEAVER CANON, Lima, Mont. Ford hall, Thursdays on call.
 C W Dunham.....P
 Thurman Ogee.....RS
 Thurman Ogee.....FS
 C W Dunham.....LR
 H Hall, 1765 Taft av, Pocatello, Idaho, O S L R R.....Ch

496 LIBERTY LIGHT, Jersey City, N J. Arcanum hall, Jackson and Clinton av, 2d Sunday, 9 a m, 4th Friday, 8 p m.
 A Tears, 210 Halliday st.....P
 E Campbell, 273 Jackson av.....RS
 F Ripley, 238 Suydam av.....FS
 A Tears, 210 Halliday st.....LR
 E Campbell, 273 Jackson av, L V Ry, Ch

497 SINCERE, Richmond, Va. Lee Council hall, 25th and Marshall sts, 2d and 4th Mondays, 9:30 a m.
 G P West, 2105 E Marshall st.....P
 E P Miller, 524 N 34th st.....RS
 E P Miller, 524 N 34th st.....FS
 J T Terrell, 3503 E Clay st.....LR
 J T Terrell, 3503 E Clay st, C & O Ry.....Ch

498 VIGILANT, Bellwood, Pa. I O O F hall, 2d and 4th Sundays, 1:30 pm.
 J Bignins, 711 E 3rd st.....P
 U S Flick, 418 S 1st st.....RS
 R A Pickens, N Second st.....FS
 R L Hostler, 540 N 3rd st.....LR
 R L Hostler, 540 N 3rd st, Pa Co (B), Ch

499 REBUILT, Chicago, Ill. Eagle hall, Springfield and North av, 2d Thursday, 2 p m, and 4th Thursday, 8 p m.
 P A Halpin, 2041 W Karlov av.....P
 G C Linderman, 739 N Ridgeway av.....RS
 Ed Smith, 2023 W Walton st.....FS
 G J Weldon, 702 N Humphrey av, Oak Park, Ill.....LR
 Geo J Weldon, 702 N Humphrey av, Oak Park, Ill, C M & St P Ry.....Ch

500 COPPER CITY, Anaconda, Mont. Dewey hall, 215 Oak st, 2d and 4th Mondays, 8 p m.
 J A Jones, 611 W 6th st.....P
 A J Eamon, 504 W 3rd st.....RS
 A J Eamon, 504 W 3rd st.....FS
 J A Jones, 611 W Sixth st.....LR
 L J Solomon, 615 W Park, B A & P Ry.....Ch

501 SPOKANE, Leavenworth, Wash. Hall, 18th and Ky sts, Mondays, 7:30 p m.
 J E Tracy.....P
 A E Finch.....RS
 D L Williams, 165 W Benton.....FS
 J McGregor, Skykomish, Wash.....LR
 E Tucker, G N Ry.....Ch

502 PRIDE, Louisville, Ky. Yeager's hall, 18th and Ky sts, Sundays, 9:30 a m.
 W W Slaby, 2 Keller ct.....P
 L B Welch, 1050½ S 28th st.....RS
 W V Dolan, 1721 W Broadway.....FS
 W V Dolan, 1721 W Broadway.....LR
 W R Crawley, 1754 Dumesnil st, I C R R.....Ch

- 503 EARLINGTON, Earlington, Ky. Moosa hall, 1st Sunday, 9:30 a m, 3d Sunday, 7:30 p m.
E M Martin, Box 461.....P
J M McLean.....RS
J M McLean.....FS
L C Maloney.....LR
L L Blair, 404 E Farrar av, L & N.....Ch
- 504 GOLDEN ROD, Kentville, N S. Can. Orange hall, 2d and 4th Saturdays.
W C Lockhart.....P
H E Walsh.....RS
R T Mosher, Box 177.....FS
B G Yould.....LR
C B Hiltz, D A Ry.....Ch
- 505 COMPACT, Rankin, Ill. Whitman's hall, 1st and 3d Saturday evenings.
W Holquist.....P
A Rodenberger, Box 63.....RS
A Rodenberger, Box 63.....FS
F B Cooper, Tipton, Ind.....LR
F B Cooper, Tipton, Ind, L E & W.....Ch
- 506 HOUSTON, Houston, Tex. Clay's hall, cor Washington st and Houston av, Mondays, 8 p m.
E L Kelly, 3102 Morrison av.....P
J C Williams, 1615 Houston av.....RS
G T Moughon, 1917 Rutland.....FS
C P Strange, 1210 Wrightwood av.....LR
T Rion, 1709 Jefferson av, H & T C Div, S P (All Sys), G T Moughon, 1917 Rutland, H E & W T Div (S P All).....Ch
- 507 MOUNTAIN ECHO, Hazleton, Pa. Union hall, Wyoming and Green sts, 1st and 3d Sundays.
W T Hutchinson, 146 S Cedar st.....P
H Gleim, 341 E Chestnut st.....RS
G Scholz, 581 N Wyoming st.....FS
G Scholz, 581 N Wyoming st.....LR
W T Hutchinson, 146 S Cedar st, L V R R.....Ch
- 508 WAYNE, Ostroff, Mich. I O F hall, Hubbard av and Baker st, 1st and 3d Mondays, 8 p m.
A J Moore, 2050 Campbell av.....P
R Tracy, 584 McMillan av.....RS
A C Juchartz, 8386 Gartner av.....FS
I P Gumbleton, 1592 Dragoon av.....LR
I P Gumbleton, 1592 Dragoon av, M C R R.....Ch
- 509 SALT CITY, Syracuse, N Y. Ramon hall, Seymour and Oswego sts, 2d and 4th Sundays, 10 a m.
J B Rochford, 358 Seymour st.....P
H S Osborne, 300 Whittier av.....RS
J Rochford, 358 Seymour st.....FS
F A Highmore, 205 Fabius st.....LR
F A Early, 621 Seymour st, D L & W R R.....Ch
- 510 SHOREHAM, Minneapolis, Minn. I O O F hall, West av and Central av, N E, 2d Tuesday, 7:30 p m, 4th Sunday, 2:30 p m.
J A Coryell, 2419 Polk st.....P
H G Warder, 2918 Buchanan st.....RS
H J Axtell, 2911 Central av.....FS
F P Carson, 2803 Polk st.....LR
F P Carson, 2803 Polk st, M St P & S Sts M Ry.....Ch
- 511 OIADEM, Blue Island, Ill. I O O F hall, West av and Blue st, 1st Monday and 4th Saturday.
C Proper, 277 W 119th st, Box 195 R F D 1.....P
G Pelouquin, 149 New st.....RS
M Hannauer, 615 Greenwood av.....FS
C Bush, 6238 Michigan av, Chicago.....LR
C Travis, 661 Maple av, C R I & P Ry.....Ch
- 512 HAGERSTOWN, Hagerstown, Md. Young's hall, 2d and 4th Wednesdays, 7:30 p m.
W C Lindsay, 142 Winter st.....P
M M McCoy, 70 Westside av.....RS
H W McElwee, 717 W Washington St.....FS
H W McElwee, 717 W Washington St.....LR
W S Hotchides, 339 W Washington st, W M Ry, W A Menefee, 622 W Franklin st, N & W Ry.....Ch
- 513 MT MONAONOCK, Nashua, N H. Elks' hall, 135 Main st, 1st Wednesday, 7:30 p m, 4th Sunday, 10:30 a m.
A T Mason, 35 Gillis st.....P
K E Merrill, 10 Central st, Hudson, N H.....RS
K E Merrill, 10 Central st, Hudson, N H.....FS
A A Gagnon, 90 Allds st.....LR
A A Gagnon, 90 Allds st, B & M R R.....Ch
- 514 PENOBSCOT, Bangor, Ma. Essenic hall, 110 Main st, 2d and 4th Sundays, 2:30 p m.
W I Eaton, 215 Warren st.....P
E W Jones, 176 Fountain st.....RS
E W Jones, 176 Fountain st.....FS
B P Welch, 125 Maple st.....LR
H F Lutz, 6 Larkin st, Me C R R.....Ch
- 515 WASHITA, El Reno, Okla. Eagles hall, 3d and 4th Sundays, 10 a m.
J T Morgan, 810 S Bickford st.....P
W E Miller, 401 N Barker st.....RS
W E Miller, 401 N Barker st.....FS
E S Mulonax, 801 E Rogers st.....LR
E S Mulonax, 801 E Rogers st, C R I & P Ry.....Ch
- 516 SUNSHINE, Oanvilla, Ill. Danville Co-operative Society's hall, 18 Illinois st, 1st and 3d Sundays, 2 p m.
O G Trinn, 24 Stroupe st.....P
D H Linn, 722 E Johnson st.....RS
T R Schaefer, 110 N Vermillion st.....FS
D H Linn, 722 E Johnson st.....LR
P W Dudley, 5 Cronkrite av, C E & I R R.....Ch
- 517 TUG RIVER, Williamson, W Va. L O O M hall, Mondays, 7:30 p m.
W Booth, 708 E 4th av.....P
C Trador, 712 E 4th av.....RS
C Trador, 712 E 4th av.....FS
F B Beckett, Gen Del, Bluefield, W Va.....LR
M M Williams, 848 E 4th av, N & W Ry.....Ch
- 518 MISSISSIPPI, Smiths Falls, Ont, Can. Sons of England hall, 2d and 4th Mondays.
W C Brian, Box 154.....P
E Lunn, Box 624.....RS
E Lunn, Box 624.....FS
W C Brian, Box 154.....LR
M E Brian, Box 1315, C P Ry.....Ch
- 519 AGATE, Ouluth, Minn. Woodman's hall, cor 21st av and W 1st st, 1st and 3d Mondays, 8 p m.
H Engstrom, 2516 W 3d st.....P
L Roske, 2119 W 3d st.....RS
L Roske, 2119 W 3d st.....FS
E W Griffin, 325 N 20th av, W.....LR
E W Griffin, 325 N 20th av, W, N P Ry.....Ch
- 520 STELLA, Stellarton, N S. Can. McIntosh hall, 1st and 3d Sundays, 14:30 K.
J R Stewart, Box 527, New Glasgow, N S.....P
A S MacKenzie, Box 873, New Glasgow, N S.....RS
J A Petipas, King st.....FS
J R Stewart, Box 527, New Glasgow, N S.....LR
J R Ferguson, Box 518, C N Rys (C G).....Ch
- 521 BUFFALO RANGE, Moosa Jaw, Sask. Can. Elks' hall, Seaborn blk, Main st, 1st and 3d Tuesdays, 10:30 o'clock.
E Fowler, 227 Home st.....P
A Cann, Box 548.....RS
A Cann, Box 548.....FS
G A Hall, 953 3d av, N W.....LR
E D Snyder, 1213 Willow av, C P Ry, Ch
- 522 ROYAL, Shreveport, La. Carpenters' hall, 1660 Texas av, 2d and 4th Tuesdays.
J W Ferguson, 1958 Walnut st.....P
B Bush, 1922 Park av.....RS
J W Ferguson, 1958 Walnut st.....FS
C F Newman, 2706 Stonewall st.....LR
C F Newman, 2706 Stonewall st, K C So Ry.....Ch
- 523 SOUTH PLATTE, Fremont, Neb. Central hall, 5th and Broad sts, 2d and 4th Fridays.
F F Zornes, 743 N Hancock st.....P
F F Dolezal, 221 N C st.....RS
F F Zornes, 743 N Hancock st.....FS
R Holthans, 1341 E First st.....LR
W F Yaryan, 310 N Platts av, C & N W Ry.....Ch
- 524 NE-HA-SA-NE, Alburg, Vt. 1st and 3d Sundays, 4 p m.
G E Serbiner.....P
C H Peterson.....RS
C H Peterson.....FS
L L Relly.....LR
F S Hurtlean, Rut R R.....Ch
- 525 TERMINAL, East Chicago, Ind. Brown hall, 1st and 3d Mondays, 8 p m.
G Drago, Box 1305.....P
J F Goetzinger, 71 Sibley st, Hammond, Ind.....RS
- II C Blake, 517 Gostline st, Hammond, Ind.....FS
H J Reiland, 4218 Baring av.....LR
O Johnson, 10447 Ewing av, So Chicago, Ill, B & O C T R R.....Ch
- 526 OLIVE LEAF, Stanberry, Mo. B of L F and E hall, Wednesdays, 2:30 p m.
J R Bishop, Box 59.....P
O E Lawton, Box 59.....RS
C York.....FS
J A Davis.....LR
L A Rowe, Wab Ry.....Ch
- 527 BEE LINE, Bellefontains, Ohio. I O O F hall, 1st and 3d Tuesdays, 7:30 p m.
F M Bishop, 324 Garfield av.....P
E C Bowers, 121 Powell av.....FS
C Crestwin, 117 Powell av.....LR
F M Maier, 329 N Detroit st.....LR
C Crestwin, 117 Powell av, C C C & St L Ry.....Ch
- 528 PINE CREEK, Galetan, Pa. F O E hall, Main st, 1st and 3d Sundays, 7:30 p m.
W E Peasley, 191 W Main st.....P
D C Strait, 50 Pine st.....RS
D C Strait, 50 Pine st.....FS
C Minore, 87 1/2 S Main st.....LR
C M Allen, 39 Prospect av, B & S R R.....Ch
- 529 MENA, Heavener, Okla. Burns hall, Saturdays, 1:30 p m.
W T Lewis.....P
G C Peden, Box 371.....RS
J L Pumpter, Box 366.....FS
J L Spencer.....LR
J L Spencer, K C S Ry.....Ch
- 530 JOHN WOOLARO, Haileyville, Okla. Masonic Temple, 1st and 3d Sundays, 1 p m.
F W Frakes.....P
M E Hamilton, Box 481.....RS
M E Hamilton, Box 481.....FS
J D Townsend, Box 384.....LR
M E Hamilton, Box 481, C R I & P Ry.....Ch
- 531 PATRICK WALSH, Centerville, Iowa. I O O F hall, 1st and 3d Sundays.
C H Farnsworth, 911 S 19th st.....P
C C Allen, 808 S Main st.....RS
H H Adams, 610 S 20th st.....FS
W S Ewaf, 311 S 19th st.....LR
G B Adams, 618-S 17th st, C B & Q R R.....Ch
- 532 PALM, Ostroff, Mich. K of P hall, 410 Dragoon av, 2d and 4th Wednesdays, 7:30 p m.
L A Knaggs, 280 Military av.....P
G Schuizen, 298 Waterman av.....RS
E L Burke, 1104 Radmacher av.....FS
W Bliss, 734 Solvay.....LR
W Bliss, 734 Solvay, Wab Ry.....Ch
- 533 MAINE, Calumet, Mich. Finnish hall, 8th st, 1st and 3d Sundays at 2 p m.
H S Lean, 200 Pevabio st, Laurium, Mich.....P
C G Larson, 509 4th st.....RS
C G Larson, 509 4th st.....FS
H S Lean, 200 Pevabio st, Laurium, Mich.....LR
H S Lean, 200 Pevabio, Laurium, Mich, D S S A & M Ry.....Ch
- 534 SPRING BROOK, Antigo, Wis. Castle hall, 5th av, 2d and 4th Sundays, 1:30 p m.
T J Heaney, 1319 Clermont st.....P
L Neuwhirt, 301 Deleglise av.....RS
Wm H Fuller, 714 Lincoln st.....FS
A McDonald, P O Box 431, S Kaukauna, Wis, C & N W Ry.....LR
A R McDonald, P O Box 431, S Kaukauna, Wis, C & N W Ry.....Ch
- 535 SOLACE, Chicago, Ill. Kenny hall, 5438 S Halsted st, 1st Tuesday night and 3d Monday mornings.
J Parks, 751 S Green st.....P
Wm Smaltz, 5345 Union av.....RS
P Koepf, 6331 S. Throop st.....FS
P Koepf, 6331 S Throop st.....LR
O C Sandberg, 7159 S Racina av, W Ry.....Ch
- 536 OLYMPIA, Mt Carmel, Ill. Engineers' hall, 3d and Main sts, 2d and 4th Mondays, 7 p m.
P O Main, 1126 Chestnut st.....P
B E Keeler, 222 W 8th st.....RS
B E Keeler, 222 W 8th st.....FS
F Zaitch, 710 W Fifth st.....LR
F Zirkelbach, 710 W 5th st, C C C & St L Ry.....**

537 MANILA, Columbus, Ohio. Red Men's hall, n e cor Monroe and Mt Vernon av, 2d and 4th Sundays, 9 a m.
 L L Fortune, 1642 Maryland av.....P
 W L Tulga, 1157 St Clair av.....RS
 W E Roach, 1411 Cleveland av.....FS
 W L Tulga, 1157 St Clair av.....LR
 W L Tulga, 1157 St Clair av, N & W Ry.....Ch

538 SOUTH CHICAGO, Chicago, Ill. Jarmuth's hall, 9118 Commercial av, 2d and 4th Thursdays, 8 p m.
 G H Johnston, 569 Lenox, Ill.....P
 W A Pitzels, 7832 Burnham av.....RS
 T P Costello, 2705 E 75th pl.....FS
 T P Costello, 2705 E 75th pl.....LR
 A Malinowski, 7526 Langley av, E J & E Ry.....Ch

539 OLO GLORY, Proctor, Minn. 1 O O F hall, 1st and 3d Sundays, 1:30 p m.
 F O Johnson.....P
 H M Carr, Box 492.....RS
 A Swanson, Box 14.....FS
 F E Howell.....LR
 F Lukritz, D M & N Ry.....Ch

540 ARAPAHOE, Denver, Colo. Liberty hall, 1537 Platt st, Mondays, 8 p m.
 M Pauley, 3416 Lawrence st.....P
 C B Bartholomew, 507 Colo bldg.....RS
 C B Bartholomew, 507 Colo bldg.....FS
 H S Schrist, 507 Colo bldg.....LR
 M Pauley, 3416 Lawrence st, C & S Ry.....Ch
 T & S F Ry.....Ch

541 CARNEGIE, Carnegie, Pa. Masonic hall, cor E Main and Broadway, 1st and 3d Tuesdays, 8 p m.
 A J McCusker, 595 W Main st.....P
 J R Klumerty, 622 Logan st.....RS
 C W Bial, 822 Bell av.....FS
 C W Bial, 822 Bell av, P Co (W)
 T E Dougherty, 823 Idlewood av, P & W V Ry.....Ch

542 ROSEBURG, Roseburg, Ore. Maccabees' hall, Friday, 7:30 p m.
 G F Riedel, 222 S Pine st.....P
 H Barels, Kane and High sts.....RS
 P M Cook, 526 E Court st.....FS
 H Barels, Kane and High sts.....LR
 G A Shadduck, 131 N Pine st, S P (Pac Sys).....Ch

543 JOSEPH COOTS, Jersey City, N J. Kleinhaus hall, 98 Newark av, 2d Sunday, 2 p m, 4th Saturday, 8 p m.
 W A Skinner, Waldwick, N J.....P
 D T Keefe, Box 213, Waldwick, N J.....RS
 J R Kelly, Waldwick, N J.....FS
 J R Kelly, Waldwick, N J.....LR
 R J C C Rickle, Spring Valley, N Y, N J & N Y R R.....J D Bosschelt, 61 Arch st, Paterson, N J, N Y S & W R R.....F Jones, 20 Thorne et, N Y S & W R R.....Ch

544 RICHARD WYATT, Middleport, Ohio. Eagles' hall, 2d and Rutland sts, 1st and 3d Mondays, 7 p m.
 W H Reichman.....P
 R A Mourning, Box 751.....RS
 D L Sansbury.....FS
 R E Smith.....LR
 B H Erliv, T & O C Ry.....Ch

545 OHIO, Orrville, Ohio. K of P hall, 2d and 4th Thursdays p m.
 E J Kropf, 539 St Clair av, Columbus, O.....P
 M Lodge, 220 Westwood av.....RS
 H H Dibennett, 503 W Church st.....FS
 O M Lodge, 220 Westwood av.....LR
 H H Dibennett, 503 W Church st, Pa Co (W).....V Trout, R F D 33 Barborton, Ohio, A & B E R R.....Ch

546 CASTLE CANON, Sanderson, Texas. 1 O O F hall, 1st, 2d and 3d Fridays, 2 p m, 4th Friday, 7 p m.
 A F Polard.....P
 H Bochast.....RS
 F H Talbot.....FS
 L Rohey.....LR
 C E Johnson, S P (Ad Sys).....Ch

547 MAYFLOWER, Oes Moines, Iowa. Labor's hall, Room 3, 2d and 3d Wednesdays, 2:30 p m.
 P Carr, 2720 S W Day st.....P
 F Wenger, 1014 Bell av.....RS
 F Wenger, 1014 Bell av.....FS
 F W Anderson, Cargill Hotel, Seventh and Grand.....LR
 E L Morrow, 936 Creston av, C G W R R.....Ch

548 OIXIE, Commerce, Texas. Firemen's hall, Neal bldg, Saturdays, 8 p m.
 G G Liston.....P
 J E Graham, Box 155.....RS
 J H Wallace.....FS
 J H Wallace, St L S W Ry.....Ch

549 O W WRIGHT, Greenfield, Mass. Red Men's hall, 2d Tuesday, 8 p m, 4th Sunday, 3 p m.
 G M Galusha, Park av.....P
 R Beebe, 39 Montague City rd.....RS
 R Beebe, 39 Montague City rd.....FS
 R I March, 18 Mill st.....LR
 J F Keating, Leyden rd, Hubbard pl, B & M R R.....Ch

550 ROCK CITY, Trols Rivieres, Que., Can. Laurie Club hall, Des Forges st, 2d and 4th Sundays, 9 a m.
 J Aseelin, 55 Duplissis, Bachard.....P
 G Plean, 270 St Julie st.....RS
 G Plean, 270 St Julie st.....FS
 H Leclere, 503 St Maurice st.....LR
 G Plean, 270 St Julie st, C P Ry.....Ch

551 CHOCTAW, Little Rock, Ark. Moores hall, 5th & Main sts, 2nd and 4th Tuesdays, 2 p m.
 F Barnes, 2111 Cumberland et.....P
 C A Hilburn, 1205 Barber av.....RS
 C A Hilburn, 1205 Barber av.....FS
 G W Steel, 1018 E Ninth.....LR
 J A Hawkina, 819 E 6th st, N Little Rock, Ark, C R I & P Ry.....Ch

552 OEP FILL, Tyrons, Pa. Red Men's hall, Blair av and 11th st, 2d and 4th Sundays, 9:45 a m.
 C Woome, Blair av.....P
 C C Miller, 855 W 17th st.....RS
 C C Miller, 855 W 17th st.....FS
 G Lienhardt, 1311 Cameron av.....LR
 G Lienhardt, 1311 Cameron av, Pa Co (E).....Ch

553 RAINY DAY, Shamokin, Pa. P O S of A bldg, 3d floor, Room 1, Independence st, 1st and 3d Sundays, 2 p m.
 R W McCollum, 124 N Rock st.....P
 A A Desbler, 133 E Arch st.....RS
 C Berchaser, 1600 W Arch st.....FS
 F Bover, 1330 W Walnut st.....LR
 W H Powell, 207 S Shamokin st, P & R Ry.....Ch

554 GRANITE DELLS, Prescott, Ariz. 1 O O F hall, 2d Saturday night and 4th Sunday, 2:30 p m.
 L A White, 207 S Marina st.....P
 H A Wright, Box 43.....RS
 R R Jennings, Box 435.....FS
 H A Wright, 408 S Marine st.....LR
 H M Paul, Box 26, A T & S F (C L) Ch

555 CAMBRIDGE, Cambridge, Ohio. K of P hall, Forsyth bldg, Wheeling av, 2d Monday, 4th Saturday, 1:30 p m.
 A A Bird, 1119 Murray av.....P
 M J Alloway, 702 Wheeling av.....RS
 C E St Clair, 732 S 9th st.....FS
 J B Francy, 1212 Chestnut st.....LR
 J B Francy, 1212 Chestnut et, Pa Co (W).....Ch

556 SUNRISE, Montpelier, Ohio. Trainmen hall, Wednesday evenings.
 S H Haines, 201 E Court st.....P
 J C Bechtol, 115 W Jefferson st.....RS
 J C Bechtol, 115 W Jefferson st.....FS
 C V Teal, 116 S Lafayette st.....LR
 H L Hurtt, 114 E Washington et, W Ry.....Ch

557 OUBOIS CITY, Oubols, Pa. Knights of Malta hall, 37 N Brady at, 2d and 4th Mondays, 8 p m.
 M Smith, 227 Grant st.....P
 F C Resides, 711 Howard av.....RS
 J P Butt, 8 Sherman av.....FS
 J B Jordan, 18 E Weber av, B R & P Ry.....Ch

558 BESSEMER, Albion, Pa. New Post-office hall, 1st Sunday afternoon and 3d Saturday evening.
 J R Smalenberger.....P
 D S Hoyt.....RS
 D S Hoyt.....FS
 M Hess.....LR
 J F Steln, B & L E R R.....Ch

559 CROW'S NEST, Cranbrook, B C, Can. R B K of I hall, 1st and 3d Sundays, 2:30 p m.
 R Bartholomew, Gen Del.....P
 Morgan Johns, Box 214.....RS
 J McCallum, Box 282.....FS
 F Maidment.....LR
 J McCallum, Box 282, C P Ry.....Ch

560 VALENTINE, Oskaloosa, Iowa. Hall over Pike's drug store, 119 W High av, 2d Sunday 2:30 p m, 4th Sunday 7:30 p m.
 C Riley, 315 N G st.....P
 R Carr, 819 8th av E.....RS
 R Carr, 819 8th av E.....FS
 W E Ward, 809 High av W.....LR
 O G Hayes, 216 N C st, M & St L R.....Ch

561 KEYSTONE, Pottsville, Pa. K of C hall, 18 N Center st, 2d and 4th Sundays, 1:30 p m.
 A A Wildermuth, 408 Baber st.....P
 J A Coleman, 202 S Jackson st.....RS
 G W Skelly, 339 E Norwegian st.....FS
 W E Rogers, S Mill st, St Clair, Pa.....LR
 E Welde, Box 208, Cressona, Pa, P & R Ry.....G W Skelly, 339 E Norwegian st, P Co (E).....Ch

562 READING, Reading, Pa. Red Men hall, between 8th and 9th sts on Walnut et, 1st Sunday, 1:30 p m, 3d Sunday, 7:30 p m.
 A F Lawlor, 942 Mulberry et.....P
 J C D Porter, 1424 N 6th st.....RS
 J C D Porter, 1424 N 6th st.....Act FS
 B F Graef, 2230 Raymond av, N C R R.....LR
 B F Graef, 2230 Raymond av, P & R Ry.....C R O'Donnell, 507 N 22d st, Lebanon, Pa, C R R.....Ch

563 MERRICK, W Springfield, Mass. B of L E Lodge Rooms, Town hall, Park st, 2nd and 4th Sundays, 2:30 p m.
 J M Van Wagner, 17 Kelsa av.....P
 A H Remington, 67 Lathrop st.....RS
 I H Flsk, 142 Elm st.....FS
 B H Rhimes, 315 Park st.....LR
 D J Setchell, 142 Elm et, B & A R R.....Ch

564 WINDY CITY, Chicago, Ill. G A R hall, 6238 Princeton av, 1st and 3d Wednesdays.
 C L Jahne, 7533 Eberhart av.....P
 L C Slemmer, 6637 S Robey st.....RS
 L C Slemmer, 6637 S Robey st.....FS
 F Griffin, 5444 Union av.....LR
 J A Peck, act 308 E 4th st, P Co (W)
 M W Loony, 905 W 54th Pl, E R R Ch

565 DIAGONAL, Conception Junction, Mo. 2d and 4th Sundays, 2:30 p m.
 J H Jamison.....P
 H D Giles.....RS
 H D Giles.....FS
 X T Cragun, 1511 6th av, St Joseph, Mo.....LR
 A Coons, C G W R R.....Ch

566 YOSEMITE, Calwa City, Cal. Trainmen's hall, 1st and 3d Sundays, 10 a m; 2d and 4th Sundays, 2:30 p m.
 C E Gale, Box 234, Calwa City, Calif, P J W Wilson, Box 1, Calwa City, Calif.....RS
 L A Wells, Box 3, Calwa City, Calif, FS
 J A Kiefer, Rt 1, Box 350, Fresno, Cal.....LR
 C F Robbins, Box 6, Calwa City, Calif, A T & S F Ry (C L).....Ch

567 ALGONQUIN, Grand Forks, N O. 1 O O F hall, 4th and Kittson av, 1st and 3d Sundays, 2:30 p m.
 C O Torgeson, 2102 Cheyenne av.....P
 H T Daines, 1423 Dakota av.....RS
 H T Daines, 1423 Dakota av.....FS
 H J Meyer, Gen'l Del, Lakota, N D.....LR
 L E Hunt, 1624 Bridge av, G N Ry.....Ch

568 OUQUESNE, McKeesport, Pa. A O H hall, 6th av, 1st Saturday, 8 p m.
 J Seager Jr, 1104 Railroad et, Duquesne, Pa.....P
 E H Joyce, Box 364, Dravosburg, Pa.....RS
 R C McCallaway, 902 S Evans av, D.....FS
 P H Curry, 710 N Evans av, McK C R R.....H B Kaffer, 112 Shaw av, Clairton, Pa, S C T R R.....Ch

569 LORIMER, Chaffee, Mo. B of L F and E hall, N Main et, 1st and 3d Mondays, 2d and 4th Sundays, 8 p m.
 E H Gettings, 314 Haddon st.....P
 A W Barnes, 322 W Davidson et.....RS
 A W Barnes, 322 W Davidson et.....FS
 P Mattingly.....LR
 J E Cable, 310 Gray av, St L S F Ry.....Ch

- 570 ROYAL BLUE, Cincinnati, Ohio. I O O F bldg, 7th and Elm sts, 2d and 4th Tuesdays, 8:15 p m.
C C Hightower, 1440 Eastern av.....P
L C Vogelsang, 4209 Chamber st.....FS
H E Tucker, 2152 McLean av.....FS
R Godfrey, 2544 Ida av.....FS
L J Schultz, 14 Baker av, St Bernard, Ohio, B & O R R.....Ch
- 571 HILLYARO, Hillyard, Wash. I O O F hall, Billy and Wash, 1st and 3d Tuesdays, 8 p m.
L J Warning, 64909 Martin, Spokane, Wash.....P
A E Coldeen.....RS
A E Coldeen.....FS
L Best, 217 Emerson.....Ch
C Best, 447 South av, G N Ry.....Ch
- 572 MARIPOSA, Trinity, Texas. K of P hall, 2d and 4th Saturdays, 8:30 p m.
J Carroll, Box 424.....P
E L Johnson, Box 101.....RS
E L Johnson, Box 101.....FS
J G Carroll.....Ch
J Carroll, Box 424, M K & T Ry.....Ch
- 573 PECOS VALLEY, Amarillo, Texas. W O W hall, Tuesdays, 7:30 p m.
C J Wilson, 603 E 13th st.....P
L H Tanner, Box 212.....RS
H H Tanner, Box 212.....FS
A A Hnke, Box 1141.....Ch
P A Quarles, 1904 Pierce st, A T & S F Ry.....Ch
- 574 BEAVER VALLEY, Freedom, Pa. Lewis hall, 8th st, 2d Tuesday, 7 p m, 4th Tuesday, 1 p m.
J E Dunlap, 428 Jackson st, Rochester, Pa.....P
M A Cridler, 657 8th st.....RS
M A Cridler, 651 8th st.....FS
W H Logan, 645 9th st.....Ch
W H Logan, 645 9th st, Pa Co (W).....Ch
- 575 WISCONSIN VALLEY, Tomahawk, Wis. Macabees' hall, 1st and 3d Sundays, 2:30 p m.
J R Campbell, 739 Washington st, Wausau, Wis.....P
L E Schultz, 19 W Washington av.....RS
N A Ohey, 716 Washington st, Wausau, Wis.....FS
A B C Dunham, 111 S 2d st.....Ch
A B C Dunham, 111 S 2d st, C M & St P Ry.....P
F M Wagner, 203 3rd st, M T & W R R.....Ch
- 576 CLAMLAKE, Cadillac, Mich. G G T A hall, 422 S Mitchell st, 2d and 4th Wednesdays 7:30 p m.
D Kirkwood, 423 N Mitchell st.....P
C E Larson, 423 N Mitchell st.....RS
C E Larson, 714 Chapin st.....FS
D Kirkwood, 423 N Mitchell st.....Ch
W A Crane, 307 Crippen st, P Co (W).....Ch
- 577 LINCOLN, Chicago, Ill. Kenny's hall, 5438 S Halsted st, 1st and 3d Sundays, 10 a m.
G Martz, 6410 S Peoria st.....P
W J Nichols, 4466 Lake Park av, apt 2.....RS
H Bourne, 6429 S Troy st.....Ch
H Bourne, 6429 S Troy st.....Ch
W J Nichols, 4466 Lake Park av, apt 2, C C J Ry & C R & I R R.....Ch
- 578 OHIO FALLS, Louisville, Ky. Odd Fellows hall, 606 Walnut st, 2d and 4th Wednesdays, 8 p m.
H Richardson, 2724 S Fifth st.....P
H T Turner, 437 E Les st.....RS
H T Turner, 437 E Lee st.....FS
H T O'Leary, 2722 S 4th st.....Ch
R W Hill, 4515 W Market st, So Ry.....P
F E Wade, 510 E Market st, L & J B Co.....H
T O'Leary, 2722 S 4th st, L & N R R.....Ch
- 579 RELEASE, Montevideo, Minn. A O U W hall, 1st and 3d Sundays.
P R Thornrose, 601 Forest av.....P
O B Harstad, Box 164.....RS
O B Harstad, Box 164.....FS
R Thornrose, 801 Forest av.....Ch
W W Hayes, McKinley av, C M & St P Ry.....Ch
- 580 MANITOU, Melville, Sask, Can. Card's hall, Main st, 1st and 3d Sundays, 2:30 p m.
G A Miller, Box 502.....P
S L Warner, Box 57.....RS
S L Warner, Box 57.....FS
R E Conrad.....Ch
R E Conrad, C N Rys (G T F).....Ch
- 581 JOINT BOARD, Willard, Ohio. G R C hall, Mondays, 7 p m, Eastern tims.
F Pillar, 404 Kautz st.....P
- O L Boice, 525 Kautz st.....RS
O L Boice, 525 Kautz st.....FS
O L Boice, 525 Kautz st.....Ch
O L Boice, 525 Kautz st, B & O R R.....Ch
- 582 HOOSIER, Richmond, Ind. Red Men's hall, S 7th st, 1st and 3d Tuesdays, 7:30 p m.
W L Peffley, 2301 N F st.....P
G W Wyson, 502 N 17th st.....RS
J E Donson, 307 S 12th st.....FS
J E Donson, 307 S 12th st.....Ch
J E Donson, 307 S 12th st, Pa Co (W).....Ch
- 583 H B ROSHON, Columbus, Ohio. Hall at 527 1/2 W Broad st, 1st Sunday, 3 p m, 3d Tuesday, 7 p m.
F W Darby, 108 W Park av.....P
O D Roberts, 195 N Park av.....RS
A Vawter, 125 Lorain av.....FS
C A Miller, 139 W Park av.....Ch
D J Stoltz, 66 Dana av, T & O C Ry.....Ch
- 584 BELVIOERE, Capreol, Ont, Can. Rossman hall, 2d Tuesday and 4th Wednesdays, 7:30 p m.
A J Wicks.....P
G Cronin.....RS
A E Matthews, c/o A J Wicks.....FS
A E Matthews, cars A J Wicks.....Ch
A E Matthews, c/o A J Wicks, C N Rys (C N).....Ch
- 585 CALVIN S BRICE, Lima, Ohio. Donzle hall, 219 1/2 S Main st, 1st and 3d Tuesdays, 7:30 p m, 2d and 4th Sundays, 1:30 p m.
P A Sauter, 721 S Metcalf st.....P
W Swartzman, 530 S West st.....RS
W Swartzman, 530 S West st.....FS
H E Rambo, 719 Madison st.....Ch
E L Benner, 600 W Elm st, L E & W Ry.....Ch
- 586 ELOYSIA M HANNAHAN, Port Huron, Mich. M E B A hall, Water st, 1st and 3d Thursdays, 7 p m.
L Spurway, 913 Minnie st.....P
J R Clark, 1212 Wall st.....RS
J R Clark, 1212 Wall st.....FS
J R Rawley, 205 Fort st.....Ch
J R Clark, 1212 Wall st, G T Ry of Can., L Spurway, 913 Minnie st, P M Ry.....Ch
- 587 NORTHLAND, Cochrans, Ont, Can. Lakeview hall, 2d and 4th Sundays, 8 p m.
H M Atkinson, Box 205.....P
T O Thorning, Box 413.....RS
G R Laidlaw, Box 29.....FS
H N Atkinson, Box 205.....Ch
G R Laidlaw, Box 29, C N Rys (E).....Ch
- 588 THOMAS JEFFERSON, Charlottesville, Va. Odd Fellows hall, 4th and Market sts, 2d and 4th Mondays, 2 p m.
C S Glover, 1106 Market st.....P
L E Beddow, Box 21, Gordonsville, Va. RS
L E Beddow, Box 21, Gordonsville, Va. FS
W G Desper, 1128 Market st.....Ch
H F Thacker, 524 Locust Groves, C & O Ry.....Ch
- 589 GEYSER CITY, Wainut Springs, Tex. K of P hall, 1st and 3d Thursdays.
G W Rollins, De Leon, Tex.....P
Gus Barry, Box 347.....RS
Gus Barry, Box 347.....FS
Gus Barry, Box 347.....Ch
H D Pearson, M K & T Ry.....Ch
- 590 NECHES QUEEN, Beaumont, Texas. Woodmen hall, Pearlstein bldg, 2d and 4th Tuesdays, 7:30 p m.
G H Bassett, 870 Harriot st.....P
H P Perry, 2121 Grand av.....RS
J H Davidson, 1905 Liberty av.....FS
J T Tierney.....Ch
D F Haskins, 2133 Laurel av, S P (Atl Sys).....Ch
- 591 PORTSMOUTH, Portsmouth, Ohio. B of R T hall, Gallia and Lawson sts, Mondays, 7 p m.
W T Carter, 1535 Poplar st.....P
W T Baber, 1914 High st.....RS
E C Gleason, 1710 High st.....Ch
W F Carter, 1535 Poplar st.....FS
H Novinger, 2945 Walnut st, N & W Ry.....Ch
- 592 WEST FORK, Weston, W Va. A O U W hall, Main st, 1st and 3d Sundays, 2 p m, and 2d and 4th Wednesdays, 7 p m.
C N Rys (C N).....Ch
- E M Arbogast, 619 Locust st.....P
D E Rohrbough, Vox 165.....RS
J F Butler, 418 Main st.....FS
E M Arbogast, 619 Locust st.....Ch
H A Curtis, 240 Bland av, B & O R R.....Ch
- 593 SILVER ISLET, Port Arthur, Ont, Can. Barton & Fisher's hall, 186a Algona st, 2d and 4th Thursdays.
D Strachan, 131 Banning st.....P
J Wardle, 43 Jean st.....RS
J Wardle, 43 Jean st.....FS
W Steadman, 127 Machar av.....Ch
J J Southern, 584 Red River rd, C N Rys (C N).....Ch
- 594 GRANO VALLEY, Grand Junction, Colo. Fraternity hall, 5th and Road sts, Monday, 1:30 p m.
B B Templeton, 658 Pitkin av.....P
D Roberts, 217 N Spruce st.....RS
D Roberts, 217 N Spruce st.....FS
W T Rodabaugh, 305 Ute av.....Ch
W T Rodabaugh, 305 Ute av, D & R G R R.....Ch
- 595 MILAN, Milan, Mo. I O O F hall, 1st and 3d Sundays, 2 p m.
J W Owings.....P
C Fyles.....RS
Dennis W McCarty.....FS
Dennis W McCarty.....Ch
R S Bretschman, Box 492, C B & Q R R.....Ch
- 596 F W RICHARDSON, Toronto, Ont, Can. Snell's hall, Gerrard and Main sts, on call.
P Scanlon, 42 Enderly rd.....P
W Dixon, 80 Malvern av.....RS
W Dixon, 80 Malvern av.....FS
W Dixon, 80 Malvern av.....Ch
- 597 FT GARRY, Winnipeg, Man, Can. I G O F hall, McMillan av, 2d and 4th Sundays, 14 k, 1st and 3d Thursdays.
W L Toombs, 393 Morley av.....P
C A Boyd, 654 Jessie av.....RS
Geo Calder, 467 Brandon av.....FS
S Ross, 172 Morley av.....Ch
C A Boyd, 654 Jessie av, C N Rys (C N).....Ch
- 598 MER ROUGE MAGNOLIA, Aisxandra, La. K of P hall, 1st Sunday, 2:30 p m, 3d Sunday, 7:30 p m.
J K McAuley, 590 Wheelock av.....P
T R Hubbard, 1413 Levin st.....RS
T R Hubbard, 1413 Levin st.....FS
J H Walker, Terminal Hotel.....Ch
T R Hubbard, 404 14th st, M P R R.....Ch
- 599 MCCOOK, McCook, Neb. Masonic Temple, Fridays, 2:30 p m.
F G Klrk, 209 W 3rd st.....P
C H Husted, 710 1st st, W.....RS
C H Husted, 710 1st st, W.....FS
J C Marshall, 520 Main st.....Ch
J C Marshall, 520 Main st, C B & Q R R.....Ch
- 600 NEW JERSEY, Elizabeth, N J. Miller's hall, 9 E Scott pl, 2d and 4th Saturdays, 8:30 p m.
R E Kretz, 918 Lafayette st.....P
C C Cramer, 217 Jefferson av.....RS
C C Cramer, 217 Jefferson av.....FS
L A Heitmann, 148 E 7th av, Roselle, N J, C R R of N J.....Ch
- 601 WIDE AWAKE, Youngwood, Pa. L G G M hall, 2d Sunday, 2 p m, 4th Monday, 7 p m.
P W Orbin, Box 632.....P
J M Garrity, Box 856.....RS
G A Nelson, Box 842.....FS
G Hill.....Ch
C T W Enlow, Box 881, Pa Co (E).....Ch
- 602 SHAWNEE, Shawnee, Okla. K of P hall, 115 N Broadway, Thursdays, 7:30 p m.
C I Johnson, 118 N Broadway.....P
C G Giles, 428 N Chapman st.....RS
R R Prsitt, 215 N Louisa st.....FS
C I Johnson, 118 N Broadway.....Ch
H Daniels, 213 W Main st, C R I & P Ry.....Ch
- 603 GRAYSON, Sherman, Texas. Lucas hall, 1st and 3d Wednesdays, 2:30 p m, and 2d and 4th Wednesdays, 7:30 p m.
R L Clinton, 432 Macey st.....P
S I Stephens, 1111 E Richard st.....RS
S I Stephens, 1111 E Richard st.....FS
G Embry, 621 N Cleveland av.....Ch
G Embry, 621 N Cleveland av, St L S F Ry.....Ch

- 604 **BUSY BEE**, Birmingham, Ala. New Fraternal hall, 2213 3d av. Wednesdays, 7:30 p m.
D E Greens, Chesterfield apts.P
T I Dennis, 1215 N 30th st.RS
B C McGowan, 1311 N 19th st.FS
C Cadden, 57 4th ct, W.LR
W A Keith, 2524 7th av, N. St L S F Ry.T
P Osborne, 2517 8th av N, So Ry.R
E Winslett, Terrace bldv. Inglenook, Boyles, Ala. L & N R R.Ch
- 605 **LOST RIVER**, Tucumcari, N M. I O O F hall, 1st and 3d Mondays, 10 a m. other Mondays, 2 p m.
C E Gamble.P
G M Lockett, Box 672.RS
G M Lockett, Box 672.FS
D Kelly.LR
H Shields, Alamogordo, N M, E P & S W R R.Ch
- 606 **ALGOMA**, Sault Ste Marie, Ont. Can. Orange hall, King st, 2d Tuesday, 2 p m. and 4th Tuesday, 8 p m.
E L DeCourcey, 161 Alexandria st.P
L Henderson, 57 George av, W.RS
M Oppen, 229 Gloucester st.FS
E C Sutherland, 367 Wellington, E.LR
A W McLandress, Webbwood, Ont. C P Ry.J
Gabel, 366 Hudson st, A C & H B Ry.E L DeCourcey, 161 Alexandria st, A S Co.Ch
- 607 **LONG SPRINGS**, Minden, La. K of P hall, 1st and 3d Sundays, 2 p m.
J C King.P
W Howell.RS
J H Green, 1339 S McNeil av, Shreveport, La.FS
J C King.LR
A F King, L & A Ry.Ch
- 608 **NEW LONDON**, New London, Conn. Labor Forum hall, 130 State st, 1st Friday, 7:30 p m; 3d Sunday, 2 p m.
A D Brown, 20 Stanners st.P
E D Partridge, 21 Rogers st.FS
E D Partridge, 21 Rogers st.FS
A H Frink, 7 Huntington st, N Y N & H & H R R.H
A Brown, 70 Water st, Palmer, Mass. C V Ry.Ch
- 609 **ELLEN A**, Winfield, La. W O W hall, 1st and 3d Saturdays, 8 p m.
C W King.P
J E Gassolt.RS
B E Davis, Tremont, La.LR
J Jones, Rte 647.FS
T Moo, L & A Ry.J M Blackburn, Box 372, T & G Ry.Ch
- 610 **LEVIS**, Charnay, Que, Can. Routhier's hall, 2d Sunday, 2:30 p m., 4th Wednesday 7:30 p m.
O Lavetue.P
E Duques.RS
A Pilon.FS
J A Lapointe.LR
A Wells, C N Rys (C G).Ch
- 611 **R C SIMMONS**, Alpena, Mich. K of C hall, 2d and Chisholm sts, 2d and 4th Sundays, 10:30 a m.
H Timrick, 307 Sauble st.P
G C LeBlanc, 715 Oldfield st.RS
F O Hill, 500 Tawas st.Act FS
E Vaughan, 135 E Oldfield st.LR
P Hagan, 122 W Oldfield st, D & M R R.L
Lockman, Boyns City, Mich. B C G & A Ry.Ch
- 612 **CAPE JESSAMINE**, Somersville, Texas. Somersville Lodge hall, every Tuesday evening, 8 p m.
A Oelschlegel, Box 253.P
C Malich.RS
C Malich.FS
C Madeley, Box 612, Conroe, Texas. LR A E Tucker, Box 253, G C & S F Ry. Ch
- 613 **WHITE RIVER**, Bedford, Ind. K of P hall, E 16th st, 2d and 4th Monday nights.
C Hennon, 525 N M st.P
F Malick, 321 N L st.RS
C Malick, 321 N L st.FS
C Hennon, 525 N M st.LR
L Heironimus, R F D 1, Box 9, C I & L Ry.Ch
- 614 **J G HUBBARO**, Buffalo, N Y. Helfinche hall, Clinton and Hickory sts, 2d and 4th Wednesdays.
C Kaick, 65 Sage av.P
W J Watson, 62 Fillmore av.FS
W J Watson, 62 Fillmore av.FS
H P Hanvey, 353 Glenwood av.LR
- J Giltner, 346 N Division st, Erie R R.Ch
- 615 **BEVERLY SMITH**, Richmond, Va. Colombo hall, 2047 W Broad st, 2d and 4th Tuesdays, 10 a m.
H W Maher, 530 S Laurel st.P
G R Waldrop, 7 N Auburn av.RS
F H Neuzel, 8a N Mulberry st.FS
C R Waldrop, 7 N Auburn av.LR
J K Williamson, 2105 W Cary st, R P & P R R.Ch
- 616 **BONHAM**, Bonham, Texas. Fraternal Brotherhood hall, 2d and 4th Sundays, 2:30 p m.
W B Collett, E 5th st.P
H E Collett, 603 W 4th st.RS
H E Collett, 603 W 4th st.FS
D M Lilley, W Sixth st.LR
M Swope, W 4th st, T & P Ry.Ch
- 617 **CHIRICAHUA**, Oouglas, Ariz. I O O F hall, 11th and G av, 2d and 4th Tuesdays, 2 p m.
H R Kingensmith, 705 11th st.P
F A Riesthal, 838 16th st.RS
F A Riesthal, 838 16th st.FS
W E Cobb, 706 16th st.LR
J E Beckstead, 1060 8th st, E P & S W R R.R
Thomas, Gen Del. Clifton, Ariz, A & N M Ry.Ch
- 618 **PINE HILL**, El Oorado, Ark. Masonic hall, Tuesdays, 7:30 p m.
H L Woods, 426 S Madison st.P
D M Wallace, Box 146.RS
J D Moody.Act FS
D M Wallace, Box 146.LR
C S Rhodes, Box 146, C R I & P Ry Ch
- 619 **FOUNTAIN CITY**, Fond du Lac, Wis. Armory hall, E 2d st, 2d Sunday 2 p m, 4th Friday 7 p m.
N Olsen, 471 N Park.P
L Trexell, Box 353, Oshkosh, Wis.RS
C M Knapp, 114 Michigan av, N Fond du Lac, Wis.FS
L J Monahan, 232 Washington st, Oshkosh, Wis.LR
L J Monahan, 232 Washington st, Oshkosh, Wis. C & N W Ry.Ch
- 620 **SILVER LAKE**, Salem, Ill. Firemen's hall, Sundays, 1:30 p m.
A J Arnold, 801 E Main st.P
C W Cehrig, 321 N Shelby av.RS
T A Whitson, 205 N Anna st, W Frankfort, Ill.FS
T A Whitson, 205 N Anna st, W Frankfort, Ill.LR
J Minton, C & E I R R.Ch
- 621 **JOHN P ALTGELO**, Oolton Ill. A O U W hall, 2d and 4th Mondays.
J Fisher, S Holland, Ill.P
C F Wulff, 136 Park av.RS
C F Wulff, 136 Park av.LR
C F Wulff, 136 Park av.FS
D Conner, 14513 Halsted st, Harvey, Ill. C & E I R R.Ch
- 622 **CAPITAL**, Jefferson City, Mo. 126a E High st, 1st and 3d Wednesdays, 2 p m. also 1st Wednesday, 8:30 p m.
H Griggs, 614 Clark av.P
D J Connell, 706 Ohio st.FS
W B Brenton, 310 Marshall st.FS
H Griggs, 614 Clark av.LR
H Griggs, 614 Clark av, M P R R.Ch
- 623 **ALLIANCE**, Alliance, Neb. I O O F hall, 119 1/2 W 3d st, 1st and 3d Sundays, 2:30 p m.
J A Witowack, 705 Emerson st.P
F W Hicks, 724 Toluca av.RS
F W Hicks, 724 Toluca av.FS
J A Witowack, 705 Emerson st.LR
J A Witowack, 705 Emerson st, C B & Q R R.Ch
- 624 **BLUE VALLEY**, Wymors, Neb. B of L E hall, 2d and 4th Sundays.
J L Panches.P
G W Klipper, 208 10th av.RS
H Brothers.FS
H J Fox, Lincoln, Neb.LR
F E Brannan, 309 Calhoun st, C B & Q R R.Ch
- 625 **MT VERNON**, Alexandria, Va. Hall at 220 N Columbus st, 2d and 4th Saturdays, 2 p m.
W L Brown, 1127 King st.P
C R Leake, 1016 Duks st.RS
M B Apperson, 2032 Duks st.FS
- M B Apperson, 2032 Duke st.LR
M B Apperson, 2032 Duks st, So Ry.Ch
- 626 **C R KINNEY**, Spencer, N C. Masonic hall, Wednesdays, 10 a m.
L D Holleman.P
A E Lassiter.RS
A E Lassiter.FS
T M Ogden.LR
V V Sykes, So Ry.Ch
- 627 **FORT GAGE**, Sparta, Ill. K of P hall, 114 W Broadway, 1st and 3d Sundays, 2:30 p m.
R J Helmbach, 905 N Market st.P
F H Wylie, 317 N Maple st.RS
F H Wylie, 317 N Maple st.FS
P Eydmann.LR
J F Carson, 161 W Mound st, M & I R R.C
Prowell, 501 S 18th st, Mt Vernon, Ill, W C & W R R.Ch
- 628 **BIG HORN**, Shridan, Wyo. Labor Temple, Trennell av, Sundays, 2:30 p m.
G P Milne, 571 E 2d st.P
P F Hass, 555 W Works st.RS
P F Hass, 555 W Works st.FS
C H Chapman, 124 W 8th st, C B & Q R R.Ch
- 629 **MILK RIVER VALLEY**, Wolf Point, Mont.
G Gtetter, Gen Del.P
T S Kline, Box 223.RS
T S Kline, Box 223.FS
T S Kline, Box 223.LR
J S Johnson, G N Ry.Ch
- 630 **STARK**, Alliance, Ohio. Moose hall, 1st Sunday, 7:30 p m, 2d and 4th Tuesdays, 7:30 p m.
W H Newburn, 126 McKinley av.P
J J Grunbaum, 548 S Freedom st.RS
J R Irwin, 300 Haines av.FS
G R Delhaven, 17 E Main st.LR
G R Peters, Pa Co (W).P
H Green, field, Gen Del, Minerva, Ohio, N Y C (W).Ch
- 631 **KOOTENAY**, Nelson, B C, Can. I O O F hall, Baker st, 2d and 4th Sundays, 1:30 p m.
G Turner, Box 1084.P
S Smith, Box 1084.RS
G Allan, Box 1084.FS
W Grnham, Box 1084.FS
T L Bloomer, Box 665.LR
G Turner, Box 1084, C P Ry.Ch
- 632 **PHOENIX**, Phoenix, Ariz. Phoenix Co-operative Store hldg, 219 E Adams st, 1st and 3d Sundays.
J P Herlyck, 2130 E Jeff st.RS
J P Herlyck, 2130 E Jeff st.FS
J D Brown, 1225 E Moreland.LR
E A Dains, 621 E Pierce st, A E R R. Ch
- 633 **SELMA**, Selma, Ala. 2200 Alabama av, 1st and 3d Sundays, 2d and 4th Thursdays.
R Chapin, 309 Franklin st.P
G S Houlditch, 2217 Alabama av.RS
G S Houlditch, 2217 Alabama av.FS
R Chapin, 309 Franklin st.LR
J H Jordan, Whatley, Ala, So Ry Sys. Ch
- 634 **BROOKFIELD**, Brookfield, Mo. B of R T hall, 1st and 3d Fridays, 7:30 p m, 2d and 4th Fridays, 2:30 p m.
G C McKenzie, 235 E Robard st.RS
S W Ours, 615 W Elliott st.FS
S W Ours, 615 W Elliott st.LR
W England, 313 E Clark st, C B & Q R R.Ch
- 635 **SANOSTONE CITY**, Calgary, Alta, Can. Blow block, 9th av, E, 1st and 3d Sundays.
T Campbell, 2509 16a st, E.P
P J Taylor, 2326 16th st.RS
J Main, Box 1872.FS
G W Yeates, 1123 Ninth st, E.LR
J S Lowden, 2515 16a st, E, C P Ry.Ch
- 636 **PINE TREE**, Bismidji, Minn. 2d and 4th Sundays, 2:30 p m.
R D Rachrey, Nymors, Minn.P
C T McCulloch, Nymore, Minn.RS
J Headman, 1716 Maple av, S, Brainard, Minn.FS
J R McPherson.LR
J R McPherson, M & T Ry.R
Dorman, 352 5th av, International Falls, Minn, M D & W Ry.Ch

- 637 MOUNTAIN GEM, Glenn's Ferry, Idaho. Gorby's hall, Sundays, 8 p m. E W Andrus, Box 65.....P
B H Coruall.....RS
C J Clarke, Box 447.....FS
B H Coruall.....LR
W S Jones, O S L R R.....Ch
- 638 CLEARFIELD, Clearfield, Pa. Knights of Malta hall, near Bimeling Hotel, 1st Sunday, 7:30 p m, 3d Sunday, 2 p m.
J A Mitchell, Race st.....P
J A Breth, 323 W 5th av.....RS
R B Litz, 611 Dorey st.....FS
J A Breth, 323 W Fifth av.....LR
J W Flegall, 911 Dorey st, N Y C(E) Ch
- 639 BAD LANOS, Olckinson, N O. Labor Temple, 1st Nat'l Bank bldg, 1st and 3d Mondays.
T E Beals, 136 Sims st.....P
J Huncosky, 446 4th av E.....RS
H Larsen.....FS
T E Beals, 136 Sims st.....LR
T E Beals, 136 Sims st, N P Ry.....Ch
- 640 CRESTON, Creston, Iowa. G A R hall, 103 Montgomery st, 1st and 3d Sundays, 1:30 p m.
D H Gaertlich, W Adams st.....P
H B Harlley, 213 S Elm st.....RS
E W Curry, 404 Wyoming av.....FS
W Stauss, 607 N E Chestnut st.....LR
H H Kellog, 318 N Division st, C B & Q R R.....Ch
- 641 ELOON, Eldon, Mo. Masonic hall, Maple st, 2d and 4th Thursdays, 2:30 p m.
W H Ousley, 226 W 8th st.....P
R E Etter, 214 S Grand av.....RS
J W Taylor, Box 382.....FS
J B Smith, Box 392.....LR
J F Stankey, C R I & P R R.....Ch
- 642 BRAZOS VALLEY, Mart, Tex. Watson hall, Wednesdays, 2:30 p m.
F Wallace, Box 285.....P
S B Darnell, Box 125.....RS
S B Darnell, Box 125.....FS
S E Manning, Box 342.....LR
M S Jennings, Spring, Texas, I & G N Ry.....Ch
- 643 WALKER MOUNTAIN, Appalachia, Va. 3d floor H Head bldg, 1st and 3d Sundays, 7 p m.
W J Whitl, Box 192.....P
W V W Everett, Box 182.....RS
W V W Everett, Box 182.....FS
W Whitl, Box 192.....LR
C F Shawalter, P O Box 182, So Ry Sys.....H E Silvers, I R R.....Ch
- 644 HIAWATHA, Hugo, Okla. Engineers' Hall, Wright bldg, Fridays, 2 p m.
W W Jordan, Box 344.....P
C A Adams, 403 S 4th st.....RS
C A Adams, 403 S 4th st.....FS
W W Jordan, Box 344.....LR
H H Blard, Box 143, St L S F Ry.....Ch
- 645 SHENANDOAH VALLEY, Shenandoah, Va. Enterprise hall, First st, Thursdays, 7:30 p m.
J W Thompson, Box 336.....P
G C Steele, Box 122.....RS
G C Steele, Box 122.....FS
G C Steele, Box 122.....LR
T W Summers, 14 Randolph av, Hagerstown, Md, N & W Ry.....Ch
- 646 UNITED BROTHERS, Pitcairn, Pa. I O O F hall, 1st Tuesday, 8 p m, 3d Sunday, 1:30 p m.
C L Shearsmith, 6th st.....P
F M Robbins, Box 488.....RS
Wm L Turney, 372 3d st.....FS
S J Yothers.....LR
L R Stewart, Box 403, P Co (E) Ch
- 647 WILLIAM C RICHEY, Blairsville, Pa. I O O F hall, 1st and 3d Sundays, 1:30 p m.
J R Clark, 123 Maple av.....P
W E Doran, 405 N Brady st.....RS
W E Doran, 405 N Brady.....FS
C A Taubler, Brady st.....LR
W C Devinney, Brady st, Pa Co (E) Ch
- 648 TRENT VALLEY, Havelock, Ont, Can. L O L Hall, 1st and 3d Sundays.
B J Stranberg, Smith Falls, Ont.....P
E P Young, Box 995, Smith Falls, Ont.....RS
E P Young, Box 995, Smith Falls, Ont.....FS
B J Stranberg, Smith Falls, Ont.....LR
G Rigby, C P Ry.....Ch
- 649 MANISTEE, Manistee, Mich. I O O F hall, 1st and 3d Sundays, 2:30 p m.
F J Hansen, 313 3d st.....P
A Johnson, Jr, 284 6th st.....RS
H Renna, 347 5th st.....FS
H Ferguson, 342 Fourth st.....LR
Gen Sharp, 276 8th st, M & N E R Ch
- 650 BROWNSVILLE, Brownsville, Pa. I O O F hall, 1st and 3d Sunday afternoons.
H E Rogers, 2d st, S Brownsville, Pa.....P
W C Dillon, 412 Front st.....RS
F Cassell, 308 Water st, S Brownsville, Pa.....LR
W C Dillon, 412 Front st, M Ry.....Ch
- 651 M S BLAIR, St Marys, Pa. Moose hall, 1st and 3d Sundays.
M L Gahr, Kaul av.....P
S J Butsch, 417 W Mill st.....RS
S J Butsch, 417 W Mill st.....FS
M J Mullaney, 339 Erie av.....LR
G F Kreckle, 643 Thresa st, P S & N R R.....Ch
- 652 WICHITA, Wichita Falls, Tex. Snider & Perkins hall, 119 1/2 8th st, Wednesdays, 8 p m.
W J Dowis, 1301 12th st.....P
J S Scarbrough, Box 123.....RS
W J Dowis, 1301 12th st.....FS
J S Scarbrough, Box 123.....LR
J K Simmons, 408 Travis st, F W & D C Ry & W Ry.....R Q Mills, 204 Lamar st, F W & D C Ry & W Ry.....T H Chapman, Gen Del M K & T Ry.....J A Toon, Seymour, Texas, G T & W Ry.....Ch
- 653 CAMELIA, Lafayette, La. K of P hall, 1st Sunday, 9 a m, 3d Wednesday, 8 p m.
D A Womack, 415 S Chestnut st.....P
H J Bunt, 221 E Convent st.....RS
B M Alvord, 407 Lincoln av.....FS
B M Alvord, 407 Lincoln av.....LR
B M Alvord, 407 Lincoln av, So Pac (Atl Sys).....Ch
- 654 MISSABE RANGE, Virginia, Minn. I O O F hall, 310 Chestnut st, 1st and 3d Sundays, 2:30 p m.
J E Larson, 830 12th st N.....P
L Pfeiffer, Box 45, Hopper, Minn.....RS
L Pfeiffer, Box 45, Hopper, Minn.....FS
A Nelson, 126 Sixth st, S.....LR
O Youngstrom, Hopper, Minn, C N Ry (C N).....Ch
- 655 JERSEY SHORE, Camden, N J. Trinity hall, S W cor Broadway and Emerald av.
A Butler, 335 Hudson st, Gloucester, N J P B T Keyes, 123 Parker av, Woodlynne, Camden, N J.....RS
H S Schenck, 900 Mt Ephraim av.....Act FS
S E Dalesey, 2420 S Seventh st.....LR
B Wright, 3414 N Ella st, Philadelphia, Pa, P & R Ry.....Ch
- 656 VANCOUVER, Vancouver, B C, Can. I O O F hall, 1st Thursday, 20 K, and 3d Thursday, 14 K.
T McIlwain, 1235 Hornby st.....P
S H Waterhouse, 1425 6th av, W.....RS
C Mervyn, 501 21st av, W.....FS
L Elliott, 1642 Broadway, W C P Ry.....LR
L Elliott, 1642 Broadway, W C P Ry.....Ch
A MacLachlan, 424 Langford st, Victoria, B C, C P Ry (E & N Div).....F R Buckley, Squamish, B C P G E.....Ch
- 657 ENDERLIN, Enderlin, N O. Sathers hall, 2d and 4th Sundays, 2 p m.
E Hawkins.....P
J L Deis, 168 Kaber st.....RS
R D Stowell, 326 4th av.....FS
R Beck, Harvey, N D.....LR
R Beck, Harvey, N D, M St P & S Ste M Ry.....Ch
- 658 RED STACK, Clarion, Iowa. Masonic hall, Sundays, 10 a m.
C L Blecker, Box 561.....P
A R Thorpe.....Act RS
A R Thorpe.....FS
R C Fawcett, Box 295.....LR
W J Mulhern, C G W R R.....Ch
- 659 BEARSTOWN, Beardstown, Ill. B of L F & E hall, 601 E 4th st, Tuesdays, 2 p m.
J O Long, 407 W 4th st.....P
- P E Brown, 208 E 11th st.....RS
P E Brown, 208 E 11th st.....FS
K Brown, 404 Washington st.....LR
P L Loomis, C B & Q R R.....Ch
- 660 FOX RIVER, Aurora, Ill. Dillenburg hall, Broadway and N Y st, 2d Sunday, 2:30 p m, 4th Sunday, 9:30 a m.
R C Finley, 61 N Union st.....P
C I Johnson, 367 Columbia st.....RS
C I Johnson, 367 Columbia st.....FS
L Kasid, 355 Columbia st.....LR
L Kasid, 355 Columbia st, C B & Q R R.....Ch
- 661 RIDING MOUNTAIN, Dauphin, Man. Can. Burrows bldg, 1st and 3d Sundays, 2:30 p m.
N Chard, Box 116.....P
D La Bossiere, Box 332.....RS
D La Bossiere, Box 332.....FS
E Osborne, 228 Sixth av, S W.....LR
G Syme, Box 203, 216 6th av, S W, C N Ry (CN).....Ch
- 662 VALLEY VIEW, Victoria, Texas. I O O F hall, 2d Sunday.
R C Schmidt, 406 S Cameron st.....P
E H Kickendahl, 601 S Wheeler st.....P
E H Kickendahl, 601 S Wheeler st.....FS
E Osmon, 505 Jann Linn st.....LR
F L Fossatti, 606 S William st, S Pac (Atl Sys).....Ch
- 663 GOLDEN STATE, Los Angeles, Cal. 109 N Chicago st, 2d and 4th Wednesday evening.
A H Connell, 120 S Boyle av.....P
N Hayes, 339 W 47th st.....RS
N Hayes, 339 W 47th st.....FS
A J Lianna, 1191 Spence st.....LR
A J Hanna, 1191 Spence st, L A & S L R R.....Ch
- 664 MT FRANKLIN, El Paso, Texas. 400 Trust bldg, 2d and 4th Tuesdays, 7 p m.
A M Horn, 1305 Magoffin av.....P
A H Abbott, 411 S Willow st.....RS
A H Abbott, 411 S Willow st.....FS
A M Horn, 1305 Magoffin av.....LR
H J Arant, 166 Noble st, T & P Ry.....Ch
- 665 F J KIMBALL, E Radford, Va. I O O F hall, 1st and 3d Sundays, 10 a m.
G Lawrence, Box 155.....P
G H Ketch.....RS
J Rotenberg.....FS
E C Mottsheard.....LR
J L Moore, N & W Ry.....Ch
- 666 BRONX, New York, N Y. Horton's hall, 110 E 125th st, 2d Monday, 9 a m, and 4th Monday, 8 p m.
E J O'Donnell, 674 E 138th st.....P
H J Ralph, 624 E 135th st.....RS
P J Manning, 540 E 135th st.....FS
H C Attmore, 78 Grace Church st, Port Chester, N Y.....LR
W H Anderson, 465 E 138th st, N Y N H & H R R.....Ch
- 667 EAST IVORY, Duplo, Ill. Addlesburgers hall, 2d and 4th Tuesdays, 7 p m.
H Elmore, Box 121.....P
H E McDaniel, Box 42.....RS
H E McDaniel, Box 42.....FS
W S Robinson, Box 175.....LR
W S Robinson, Box 175, M P R R.....Ch
- 668 JOHN O'LEARY, Buffalo, N Y. Eyring's hall, 804 Abbott rd, 2d and 4th Thursdays, a m and p m.
F Columbus, 30 Olcott av.....P
M R Lawrence, 44 Como av.....RS
C Shaw, Box 236, Blaisdell, N Y.....FS
F Columbus, 30 Olcott av.....LR
F Columbus, 30 Olcott av, S B Ry.....Ch
- 669 ARMOURDALE, Kansas City, Kas. Motter bldg, n e cor 10th and Central av, 2d and 4th Tuesdays, p m.
E R Greulee, 66 N 12th st.....P
J Diehm, 1007 Central av.....RS
J Diehm, 1007 Central av.....FS
J L Martin, 84 N Tenth st.....LR
J Martin, 84 N 10th st, C R I & P Ry.....Ch
- 670 RIO GRANDE, Salt Lake City, Utah. Moose hall, 222 S W Temple st, Tuesdays, 7 p m.
E R Crosley, 1054 W 3d st.....P
E Reese, 373 S 9th, W.....RS
M C Tanner, 1058 Markoe av.....FS
J J Landers, Midvale, Utah.....LR
A Jensen, 259 S 2d W, D & R G R R.....Ch

671 MUSKOGEE, Muskogee, Okla. W O W hall, S Main st, 2d and 4th Fridays, 7:30 p m.
H C Ellis, 912 N L st.
R W Howard, 115 N "N" st.
R W Howard, 115 N "N" st.
E E Hainline, 408 Cincinnati st.
J W Warren, 118 Cincinnati st, M V R R.

672 SURF, San Luis Obispo, Cal. W O W hall, 2d Sunday, 2 p m, 4th Sunday, 7 p m.
H E Watson, 2014 Osoe et.
A Rittick, 1902 Choro et.
A Rittick, 1902 Choro et.
P V Rhina, 1221 Ella st.
J A Ford, 857 Pacific bldg, San Francisco, Calif, S P (Pac Sys).
Hampton, 283 High et, P C Ry (Calif).

673 DE RIDDER, De Ridder, La. Firemen's hall, 1st and 3d Sundays, 1 p m.
C K Hartwell, Box 308.
F Coursey.
P J Simms, Box 201.
E D Forbes, Box 23, L & P Ry & L C & N R R.

674 MIDDLE WEST, Chicago, Ill. Reynolds' hall, 5428 Wentworth av, 2d and 4th Fridays, 8 p m.
J B Manes, 5849 S Union av.
J J Quinn, 1540 E 85th st.
T E Coen, 522 W 79th st.
T E Coen, 522 W 79th st.
J W Banser, 1401 W 73d st, C & W I R R.

675 MOUNTAIN STATE, Huntington, W Va. Moose hall, 4th av, 1st and 3d Fridays, 1:30 p m.
E E Colliflower, 1672 9th av.
C P Omdorff, 1672 9th av.
W E Long, 1046 10th av.
L L Terrell, Box 876.
L L Terrell, Box 876, C & O Ry.

676 COTTER, Cotter, Ark. Canada hall, Mondays, 8 p m.
T P Simmons.
J W Barnett.
T P Simmons.
E H Jenkins.
R W Lancaster, M P R R.

677 ERNEST BROCKER, Silsbee, Tex. K of P hall, 2d and 4th Tuesdays, 7:30 p m.
I G Markham.
J W Moffett, Box 62.
L F Henington, Box 402.
L F Henington, Box 402.
I G Markham, G C & S F Ry.

678 FLOYD, Sioux City, Iowa. Moose hall, 414 Pierce et, 2d and 4th Sunday afternoons.
L Cain, 1010 Dubuque et.
L Tythcott, 110 N Alice st.
L Cain, 1010 Dubuque et.
H M Hulce, 227 S Lynn et.
E Jefferson, 5 New Richardson bldg, C M & St P Ry.

679 MOUNTAIN MEADOW, Salt Lake City, Utah. K of P hall, Mission bldg, E Broadway, every Friday evening.
C M Jacobson, 1555 E 2d St.
L F Rae, 558 N 2d St.
J L Low, 380 W So Temple.
G Rhine, 447 Williams av.
B Bush, 229 N First West st, L A & S L R R.

680 POCONO, East Stroudsburg, Pa. Henry Bldg hall, 2d and 4th Mondays.
S T Litts, 322 Brookside av.
C E Doll, 335 Monroe st.
C E Doll, 335 Monroe st.
H E Werksheiser, 28 Ransberry av.
C Heller, 24 Broad et.
B... O Smith, 114 N 8th st, Stroudsburg, Pa, N Y S & W.

681 SALAMANCA, Salamanca, N Y. K of P hall, 1st and 3d Mondays.
J Hartman, 71 Prospect av.
N B Dunlap, 41 Henry st, D L & W R.
W V Jones, 52 Cleveland av.
C Keenan, 486 E State et.
R Smith, 14 Oak st, Buffalo Div.
H Keenan, 488 E State et, Middle Div, B R & P Ry.

682 CHAMBERSBURG, Chambersburg, Pa. 3d floor White blk, 1st and 3d Sunday.
S H Kennedy, R D 9.
A L Huber, 233 E Catherine et.

D L Bailey, 230 N Main st.
S R Coldren, 316 E Catherine st.
T B Hagerman, 331 S Potomac et, Hagerstown, Md, P Co (E).

683 MOUSE RIVER, Minot, N. D. Odd Fellows hall, 2d and 4th Sundays, 2 p m.
Geo Zeitler, 515 8th av, N E.
A C Falkenstein, No. 2, Grane Flats.
Geo Fanslow, Crosby, N D.
Geo Zeitler, 515 8th av, N E, G N Ry.

684 COLUMBIA RIVER, Pasco, Wash. Masonic Temple, 1st Friday, 2:30 p m, 3d Friday, 7:30 p m.
V G Falk, 1315 E Lewis et.
H Halverson, 627 Bonneville et.
H Halverson, 627 Bonneville et.
L D Eustus.
A C Larson, Yardley, Wash, N P Co.

685 INOIANA HARBOR, Hammond, Ind. Moose hall, 157 State st, Thursdays, 8 p m.
E E Franke, 104 Condit st.
H L Williams, 475 Sibley st.
H L Williams, 475 Sibley st.
H L Williams, 475 Sibley st.
H L Williams, 475 Sibley st.
T H H B R R.
644 State Line st, C I & L R R.

686 CHIEF TECUMSEH, Napoleon, Ohio. B of L F and E hall, S Perry st, 1st Sunday, 1:30 p m, 3d Friday, 7:30 p m.
I W Barr, 122 W Maunee av.
H Enz, 331 E Washington.
H Enz, 331 E Washington.
I W Barr, 122 W Maunee.
Fred Berkes, Oakwood av, D T & I R R.

687 ILLINOIS CENTRAL, Carbondale, Ill. M W of A hall, 1st and 3d Wednesdays, 8 p m.
C L Aebell, 620 N Bridge st.
E Jennings, Imperial Hotel.
N E Watson, 509 W Sycamore et.
T Jones, 807 W Main st.
T Jones, 807 W Main st, I C R R.

688 STATEHOOD, Oklahoma City, Okla. 517 W Frisco st, 1st and 3d Tuesdays, 8 p m.
C Fisher, 519 W Maple st.
E Vice, 300 W Frisco.
E Vice, 300 W Frisco.
C Fisher, 519 W Maple st.
K M Corso, 621 E 7th et, St L S F Ry.
W O Lucas, Quanah, Texas, Q A & P Ry.

689 ADMIRAL SEMMES, Mobile, Ala. Central Trades Council hall, 2d and 3d Sundays.
D H Barrett, 400 Beauregard et.
C N Orl, 355 St Joseph st.
H Barrett, 400 Beauregard et.
D H Barrett, 400 Beauregard et.
Q Smith, 56 N Lafayette st, M & O R R.
J E Gilroy, 317 S Lawrence et, L & N R R.

690 VICTORIA, Victoria, B C, Can. Forsters hall, Broad st, 1st Wednesday and 3d Thursday.
H Richmond, 414 Russell et.
H J Brown, 405 John st.
H J Brown, 405 John st.
H Richmond, 414 Russell et, C P R R.

691 MT BAKER, Bellingham, Wash. Labor hall, 110 Magnolia, 1st and 3d Sundays, 1:30 p m.
H J Settles, 2612 James st.
C S Callahan, Box 104.
E D Oltman, 1539 Lincoln st.
H S Callahan, Box 104.
H S Callahan, Box 104, C M & St P R R (P S L).

692 ROANOKE, Kansas City, Mo. N N & E hall, 2d Sunday, 9 a m, 4th Tuesday, 8:30 p m.
L C Irish, 2230 Summit st, Kansas City Kas.
C C Brewer, 2917 Holly et.
C C Brewer, 2917 Holly et.
E P Garrett, 2548 Summit st.
C J Newell, 1504 Cleveland et, Kansas City, Kas, K C T Ry.

693 ST CROIX, Calais, Ms. Woodman hall, North st, 2d and 4th Sunday, 7 p m.
L E Gordon, 14 Cleveland st.
W McCausland, 2 Pool et.
E Arnold, 21 Garfield et.
M Greenlaw, 38 Garfield et.
W McCausland, 2 Pool et, M C R R.

694 J W HENSARLING, Jacksonville, Tex. I O O F hall, Wednesday, 2:30 p m.
A T Thompson, Box 825.
J A Stell, Box 447.
J A Stell, Box 447.
L Green, Box 684.
R P Watts, Box 301, S P (Atl Sys).
695 MT KINEO, Waterville, Me. Modern Woodmen hall, Main st, 2d Wednesday 20K, 4th Sunday 14K.
J P Pearl, 25 Edward st.
J B Townsend, 19 Reddington st.
A S Ladd, 17 Greenwood st.
A S Ladd, 17 Greenwood st.
A S Ladd, 17 Greenwood et, M C R R.

696 CYCLONE, Regina, Sask, Can. Trades and Labor hall, 2d and 4th Sundays, 2 p m.
D H R Cornish, 2113 Angus st.
W Rumley, 1328 Retailack st.
O E Hobson, Ste 3, Old Trad. Co. blk.F.
D C Little, 1566 Cameron st.
D C Little, 1566 Cameron st, C P Ry.

697 BATTLEFORD, North Battleford, Sask, Can. War Veterans' hall, 2d and 4th Sundays 14 k.
C F Shields, Box 361.
E Nelson, Box 843.
E Nelson, Box 843.
E Nelson, Box 843.
E Nelson, Box 843, C N Rys (CN).

698 ILLINOIS, Chicago, Ill. Occidental hall, Madison and Sacramento st.
A A Thompson, 28 N 7th av, Maywood, Ill.
A H Domrose, 1044 S Oakley Blvd.
M J Boyce, 916 N Ridgeland av, Oak Park, Ill.
B Diddelot, 709 N Troy st.
M J Boyce, 916 N Ridgeland av, Oak Park, Ill, C & N W I R.

699 CAPITAL CITY, Albany, N Y. Union hall, Hudson av and Eagle st, 1st and 3d Fridays, 8 p m.
E Howell, Box 83, Altamont, N Y.
W Livingston, 94 N Lark st.
T E Ryan, 11 Delaware et.
P Naske, 174 Broad st.
Paul Naske, 174 Broad st, D & H Co.

700 ORANGE, Port Jervis, N Y. Jr O U A M hall, Sussex st, 2d and 4th Thursdays, 8 p m.
E H Taylor, 60 Orange et.
A W Storer, 121 Front et.
D E Snyder, 94 Ball st.
E H Taylor, 60 Orange et.
G F Avery, 58 Hammond et, Erie R R.

701 FAIRFAX ROCK, Cumberland, Md. Moorehead bldg, N Mechanic st, 2d Wednesday, 1:30 p m, 4th Wednesday, 7:30 p m.
O R Senn, 4 Rebecca et.
J A Evans, Box 182, Ridgeley, W Va.
W N Ghour, Box 4, Ridgeley, W Va.
A R Wiseman, 1 Braddock Way.
R E Smith, Ridgeley, W Va, W Md Ry.

702 VALLEY ROUTE, Teague, Tex. Farmers and Merchants Bank hall, cor 4th and Mow sts, Saturdays, 8 p m.
M W Barnett.
V L Hippel, Box 932.
F Johnson.
F Johnson, T & B V Ry.

703 LEROY COOPER, Freeport, Pa. Breunnam's hall, 5th and High sts, 2d and 4th Sundays, 7:30 p m.
C H Snyder.
H T Brown, Box 64.
H T Brown, Box 64.
R Robinson, 114 S Walnut, Blairsville, Pa.
G W Carlisle, High st, Pa Co (E).

704 FLOUR CITY, Minneapolis, Minn. Columbia halls, Midway, 2d and 4th Thursdays, 8:30 p m.
W J Jeneen, 2903 California st, NE.
F W Kelley, 4022 Lyndale av, N.
C D LeFever, 4054 Lyndale av, N.
F W Kelley, 4022 Lyndale av, N.
S Chase, 2811 Lyndale av, N, N P Ry.

705 CORNWELL SMITH, Gassaway, W Va. K P hall, Monday nights.
G C Burdett.
J S Youell.
J W McTheny.
J C McTheny.
J C McTheny, B & O R R.
706 ALYMER, Sherbrooke, Que, Can. Forsters' hall, Odell blk, 67 Wellington st, 2d and 4th Sundays.

- E W Riff, 45 Drummond rd.....P
R Johns, 191 Wellington st.....RS
A Spry, 153 Wellington st.....RS
H J Wark, 135 Bowen av.....LR
C Letourneau, N D de Levis, Que, C
C Ry.....Ch
- 707 ALTON, Chicago, Ill. Tierney's hall,
2d and 4th Thursdays, 7:30 p m.
W J Carter, 5120 S Sawyer av.....P
H Lenockor, 3367 Archer av.....RS
G F Kamberg, 5647 S Rockwell st.....FS
F Thatcher, 3134 W 39th st.....LR
W J Carter, 5120 S Sawyer av.....P
T Ry of Can, H Strunk, 1704 S
Newberry av, C & A R R.....Ch
- 708 NEW YORK STATE, Albany, N Y.
Union hall, Hudson av and Eagle st, 2d
and 4th Mondays, 8 p m.
J T Morrissey, 22 N Manning blvd.....P
B E Jordan, 593 Second st.....RS
B E Jordan, 593 Second st.....FS
B E Jordan, 593 Second st.....LR
C W Boos, 1016 3d st, Kenseleier, N
Y, N Y C (R).....Ch
- 709 FRANK P SARGENT, Bonne Terre,
Mo. I O O F hall, west end of Park
st, Saturday, 8 p m.
T W Marratt.....P
J T Ward.....RS
W F Marratt.....FS
J W Manwarring, Doe Run, Mo.....LR
J W Manwarring, Doe Run, Mo, M R
& B T Ry.....Ch
- 710 HONEST OPINION, Oilworth, Minn.
Brotherhood hall, 2d and 4th Sundays,
2 p m.
M Fitzgerald.....P
E G Holm.....RS
E Williams.....FS
E Holm.....LR
E L Williams, N P Ry.....Ch
- 711 BRADDOCK, Braddock, Pa. Macca-
bee hall, 8th and Braddock av, 1st and
2d Thursdays.
J M Falvy, 402 Center st, E Pittsburg,
Pa.....P
A J Fagan, 267 Fleet st, Rankin, Pa.....RS
J L Cilmore, 2216 Cronmeyer av, Mc-
Keesport, Pa.....FS
J L Cilmore, 2216 Cronmeyer av, Mc-
Keesport, Pa.....LR
H I Penrod, 1236 Rebecca st, Wilkins-
burg, Pa, U R R Co.....Ch
- 712 IRON ORE, Conneaut, Ohio. Mutual
Loan Bank bldg, Main st, 1st and 3d
Sunday evenings.
E L Laughrey, R F D 4.....P
L S Pabody, 134 Poplar st.....RS
L S Pabody, 134 Poplar st.....FS
H A Clark, 167 14th st.....LR
M R Seager, Harper blk, B & L E
R.....Ch
- 713 OELHIGH, Pen Argyl, Pa. Kock's
hall, Pennsylvania av, 1st and 3d Sun-
days.
E J Piper, 408 Lobb av.....P
C Smiley, 315 Applegate av.....RS
D J Scherer, 315 Heller av.....FS
C S Harding, 411 Schanck av.....LR
W F Brown, 312 Applegate av, L & N
E R.....Ch
- 714 TIOEWATER, Victoria, Va. B of L
F and E hall, every Wednesday, 7:30
p m.
B L Lafoon, Box 16, Roanoke, Va.....P
C L Millican, Box 153.....RS
W T Perkins.....FS
A W Stronkhorb, Box 95.....LR
A W Stronkhorb, Box 95, V Ry.....Ch
- 715 I WILL, Chicago, Ill. Emmet Mem-
orial hall No. 3, Ogden av and Taylor
st, 2d and 4th Sundays, 8 p m.
W J Schirp, 4137 N Washington hlvd.....P
E Becker, 5433 N Ashland av.....RS
W Zimmerman, 5544 S Ashland av.....FS
F J Dickson, 4330 Walton st.....LR
W Zimmerman, 5544 S Ashland av, B
& O C T R R.....Ch
- 716 VILLA GROVE, Villa Grove, Ill. K
of P hall, Mondays, 2 p m.
G De Loach.....P
D O Anglen.....RS
D Welch, 708 S Spruce st.....FS
F R Comer.....LR
G H Drew, C & E I R R.....Ch
- 717 COAL CITY, Glace Bay, N S, Can.
I O O F hall, 2d and 4th Sundays, 2
p m.
J McPherson, Box 713.....P
D J Kerr, Box 644.....RS
A McDonald, Box 534.....FS
W W Dickson, Louisburg, N S.....LR
W W Dickson, Louisburg, N S, S &
L R R.....Ch
- 718 SANJO VALLEY, Ashland, Ky. Odd
Fellow hall, cor 17th and Greenup av,
1st and 4th Sundays, 1:30 p m.
W D Cheap, Long st.....P
B J O'Mara, 213 12th st.....RS
B J O'Mara, 213 12th st.....FS
J Hutton, Russell, Ky.....LR
F E Matney, Pikeville, Ky, C & O Ry, Ch
- 719 PILGRIM, Aliston, Mass. Odd Fel-
lows hall, Union Square, 1st and 3d
Sundays, 10 a m.
A R Mossinan, 40 Hancock st, Somer-
ville 44 Mass.....P
H E Grant, 141 Everett st.....RS
L Myers, 12 Biglow st, Frlington,
Mass.....FS
L Rogers, 12 Biglow st, Brighton,
Mass.....LR
C W Cook, 7 Highrock Way, Boston,
Mass, B & A R R.....Ch
- 720 PULASKI, Savannah, Ga. DeCath hall,
Harris and Whitaker sts, 1st and 3d
Tuesdays, 8:30 p m.
M O Blackburn, 216 E 32d st.....P
E Moore, 606 Abercorn st.....RS
E Moore, 606 Abercorn st.....FS
T E Lorey, 550 E Bryan st.....LR
W Loney, 500 E Tattall st, S & A
Ry.....P
Ry.....S & A R R.....P
A C L R R.....T A Hollingsworth,
305 W 40th st, C of G Ry.....W E
Mitchell, 1609 W Broad st, S A L
Ry.....Ch
- 721 MARITIME, Halifax, N S, Can. St.
Joseph's hall, Gittingen st, 2d and 4th
Sundays.
T Shortall, 21 1/2 Longard rd.....P
J G McKelvie, 6 Edlburg st.....RS
A Duffy, 346 Gittingen st.....FS
T Shortall, 21 1/2 Longard rd.....LR
J F Daine, 37 Fairbank st, Dartmouth,
N S, C N Rys (CG).....Ch
- 722 VERNON, Durand, Mich. K of P
hall, Saginaw st, 2d and 4th Sundays, 12
noon.
B A Pierce, 108 Detroit st.....P
W McCloskey, 508 E Clinton st.....RS
H M Dodge, 202 Brown st.....FS
O L Chase, 507 Fitzgerald.....LR
F N Pierce, 407 Lincoln st, G T
Ry of Can.....Ch
- 723 SASKATOON, Saskatoon, Sask, Can.
Labor Temple, 1st and 3d Sundays, 14
o'clock.
S Mattice, 411 av D S.....P
D J Edwards, 1012 Melrose av.....RS
S R Alexander, 310 10th st.....FS
W Buchanan, 401 Av D S.....LR
A S Cole, 517 av G, S C N Rys (CN).....Ch
- 724 PELHAM, Columbus, Ga. I O O F
hall, cor 11th and 1st av, 1st and 3d
Sundays, 2:30 p m.
W G Gordon, 1118 5th av.....P
R C Ogletree, 420 11th st.....RS
R C Ogletree, 420 11th st.....FS
R C Ogletree, 420 11th st.....LR
E K Cook, Goodwater, Ala, C of G Ry
L E Auchbacker, S A L Ry.....Ch
- 725 SPRINGDALE, Sterling, Colo. I O O
F hall, Main st, 1st and 3d Sundays,
7:30 p m.
J B Foley, 429 N 2d av.....P
W H Anderson, 319 N 5th st.....RS
B Pierce, Box 191.....FS
O N Thostensen, Bridgeport, Neb.....LR
L W Park, Curtis, Neb, C B & Q
R.....Ch
- 726 GREEN BAY, New Albany, Miss.
Moose hall, 2d Saturday and 4th Mon-
day, 8 p m.
C S Kellum.....P
G A Ratliff, Box 293.....RS
G A Ratliff, Box 293.....FS
E K Werkle, 420 11th st.....LR
E K Werkle, 420 11th st.....FS
Jackson, Tenn, G M & N R R.....Ch
- 727 KIRKWOOD, Bridgeport, Ohio. Co-
operative hall, Heinlein block, 1st and
3d Mondays.
C P Berry.....P
A E Schwender, Box 785.....RS
A E Schwender, Box 785.....FS
C D Hollingsworth, Box 105.....LR
C D Hollingsworth, Box 105, B & O
R.....Ch
- 728 GATE CITY, Greensboro, N C. I O
O F hall, S Elm st, over Greensboro
National Bank, Tuesdays, 9:30 a m.
J M Peak, 402 E Lee st.....P
D M Quate, 407 Morehead av.....RS
B A Waynick, 120 Bishop st.....FS
R O Lee, R F D 1, Guilford College,
Ohio.....LR
L R Marsh, 714 W Lee st, Sou Ry
Sys, D C Talley, W Ry Shops,
Danville, Va, D & W Ry.....Ch
- 729 COPPER KING, Houghton, Mich. K
of P hall, Center Sheldon st, 2d Friday
and 4th Sunday, 7:30 p m.
H Milden.....P
G M Mold, 1041 Ohio st, Hancock,
Mich.....RS
A Ross, 1015 Ethel av, Hancock, Mich, FS
A Ross, 1015 Ethel av, Hancock, Mich, LR
E Schuster, 223 Douglas st, C R R
R.....Ch
- 730 NORRISTOWN, Norristown, Pa. Owls
hall, 210-24 Dekalb st, 1st and 3d Sun-
days, 2 p m.
C W Vaidner, 660 George st.....P
E M Horning, 520 Kohn st.....RS
J B Yoder, 612 W Airy st.....FS
J L Hallman, 109 Chains st.....LR
S S Schaeffer, 616 W 4th st, Bridge-
port, Pa, P & R Ry.....Ch
- 731 KERN RIVER, Bakersfield, Cal. Tay-
lor's hall, 1664 Chester av, Mondays,
2:30 p m.
W B Hemme, 2130 Parkway.....P
G L Hottle, 1611 D st.....RS
G L Hottle, 1611 D st.....FS
L Van Osd, 2434 Parkway.....LR
P Matlock, 2103 Aruxton av, A T
& S F Ry (C L).....Ch
- 732 AIDRONADACK, Saratoga Springs, N Y.
G A R hall, 2d and 4th Sundays, 2:30
p m.
J H McCormack, 66 W Circular st.....P
J W Ahearn, 63 Van Dam st.....RS
E Warner, 42 Van Dam st.....FS
G W Case, 124 York av.....LR
E Warner, 42 Van Dam st, D & H
Co., H Perkins, 15 Grey av,
Greenwich, N Y, G & J Ry.....Ch
- 733 GULF COAST, Kingsville, Tex. W O
W hall, 2d, 3d, 4th and 5th Sundays 2
p m.
W D McCauley.....P
L G Marsters.....RS
L G Marsters.....FS
J W Baker, Box 547.....LR
Geo Stephenson, St L B & M Ry.....P
W A Spear, 717 Farragut st, Laredo,
Texas, T M Ry.....Ch
- 734 PRATT, Pratt, Kas. Suee hall, Mon-
days, 8 p m.
J L Hodges, 604 N Pino st, Box 708, P
R.....P
R D Skettler, 710 N Pine st.....RS
F E Kessler, 710 N Pine st.....FS
H McDaniel, 332 N Ninnescah st, C R
& P Ry.....Ch
- 735 ALBERTA, Lethbridge, Alberta, Can.
Moose hall, Higinbotham blk, 1st and
3d Sundays, 2 p m.
H E Johnson, 522 4th st, S.....P
W A Washbrook, Box 853.....RS
J Beaumont, 425 12th st, N.....FS
J Beaumont, 425 12th st, N.....LR
G W Murray, 926 8th st, S Leth-
bridge, S, C P Ry.....Ch
- 736 WABASH RIVER, Palestins, Ill. I O
O F hall, 2d and 4th Sundays, 1:30
p m.
P M Dean, Box 376.....P
L W Yeager, Box 405.....RS
W M Eldson, Box 111.....FS
W M Eldson, Box 111.....LR
L W Yeager, Box 405, Ill C R R.....Ch
- 737 MYSTIC, Sydney Mines, C B, N S,
Can. St Mary's hall, 2d and 4th Sun-
days, 2 p m.
A Purdie, Box 297.....P
W E Somers, Box 267.....RS
T McLellan, Box 296.....FS
F H Moore, Box 30.....LR
F H Moore, Box 30, N S S & C Co Ry, Ch
- 738 BARKER, South Devon, N B, Can.
Union hall, Regent st, Fredericton,
B, 2d and 4th Sundays.
H H Lawson, Charlott st, Fredericton,
N B, Can.....P
R E MacLaggan.....RS
R E MacLaggan.....FS
M A Hoyt.....LR
R E MacLaggan, C N Rys (CG).....Ch
- 739 ORIENT, Fairview, Okla. Cross hall,
1st and 3d Saturdays, 7:30 p m.
V P Stanphill.....P
W C Mousner.....RS
W C Mousner.....FS
R G Brown.....LR
R P Peter, Box 154, K C M & O
R.....Ch
- 740 OALLAS, Dallas, Tex. A O U W
hall, 1705 1/2 Main st, 1st and 3d Wednes-
days, p m.
A C Morse, R F D 3, Box 9, Denton,
Texas.....P
J B Watts, 2810 Woodside av.....RS

- J B Watts, 2810 Woodside av.....FS
J B Watts, 2810 Woodside av.....LR
J B Britt, 4424 Travis st, T & P Ry
...A C Morse, Denton, Texas, M
K & T Ry.....Ch
- 741 GRANO TRAVERSE, Traverse City,
Mich. 1 O O F hall, 102 E Front st,
1st and 3d Sundays, 2 p m.....P
P Lawr, 431 Barlow st.....P
R W Brown, 227 E 11th st.....RS
A H Running, 311 W 11th st.....FS
A H Running, 311 W 11th st.....FS
P M Lawr, 431 Barlow st, P M Ry.....Ch
- 742 KAMPEKA, Watertown, S. D. Mac-
cabee hall, 119 1/2 S Broadway, 1st Sun-
day 2:30 p m, 3d Monday 8 p m.....P
D Yellott, 1205 2d av, S E.....P
C P Coombs, 822 1st av, N E.....RS
C P Coombs, 822 1st av, N E.....FS
M N Crotty, Conde, S D.....LR
C P Coombs, 822 1st av, N E, M &
St L R R.....Ch
- 743 FRANCIS M WALSH, Gary, Ind. La-
bor Temple hall, 2d and 4th Tuesdays,
p m.....P
C Magee, 328 Madison st.....P
W C Kentopp, Box 1008.....RS
R E Bowyer, Box 1008.....FS
E J Grace, 839 Harrison st.....LR
R E Bowyer, Box 1008, E J & E
Ry.....Act Ch
- 744 FORT SUMTER, Charleston, S. C. Char-
leston Labor Temple, 1st Friday,
7:30 p m, 3d Sunday, 3:30 p m.....P
F H Mellichamp, 331 Sumter st.....P
W Abbott, 16 Carolina st.....RS
W Meyer, Box 252.....FS
W Meyer, Box 252.....LR
W Meyer, Box 252, So Ry.....Ch
- 745 PARIS MOUNTAINS, Gravenille, S. C. Car-
penters' hall, Tuesday evenings.....P
D H McCorkle, 105 Norwood av.....P
W A Roper, 115 Norwood av.....RS
D H Hill, 211 Lloyd st.....FS
D H McCorkle, 105 Norwood av.....LR
W F Smith, 207 Frank st, So Ry.....Ch
- 746 SOBRIETY, Regina, Sask, Can. Trades
hall, Osier st, 2d and 4th Sundays, 2:30
p m.....P
J L Vincent, 1032 Athol st.....P
N C McAuley, Box 307, Regina Jct.,
Sask.....RS
G L McKercher, 828 Wascana st.....FS
N C McAuley, Box 307, Regina Jct.,
Sask.....LR
J L Vincent, 1032 Athol st, C N Rys
(GTP).....Ch
- 747 WAVERLY, Montreal, Que, Can. Royal
Guardians' hall, 1 Hutchison st, 1st and
3d Wednesdays, 8 p m.....P
Wm Sloan, 2551a Mance st.....P
Ss Baldwin, 656 Champagneur av.,
Outremont.....RS
A J Grifone, 3457 Greenfields av.....FS
S Dale, 3250 Verville st.....FS
S Dale, 3250 Verville st, C P Ry.....Ch
- 748 SAXTON, Saxton, Pa. 1 O O F hall,
R R av, 1st and 3d Sundays, 2 p m.....P
G C Sheterom.....RS
S H McCahan.....FS
S H McCahan.....FS
H C Zick, H & B T M R R.....Ch
- 749 AMARGOSA, Las Vegas, Nev. Mes-
quite hall, 2d and Fremont sts, Satur-
days, 2 p m.....P
W McCollum, Box 231.....P
R A Richhart.....RS
R A Richhart.....FS
L Martin.....LR
A J Feeham, L A & S L R R.....Ch
- 750 RAINY RIVER, Rainy River, Ont, Can. Ro-
berts hall, 4th st, 2d and 4th Thurs-
days.....P
M McNeill.....P
J B Delafeld.....RS
J B Delafeld.....FS
B Douglas, Box 235.....LR
A Henderson, Box 40, C N Rys (CN).....Ch
- 751 MUROO, Murdo, S. D. Masonic
hall, 2d and 4th Sundays, 10:30 a m.....P
C F Williams, Box 22.....P
A P Griner, Box 32.....FS
S D Hubbard, Box 352.....FS
C E Rutan.....LR
A P Griner, Box 32, C M & St P Ry.....Ch
- 752 ANTELOPE, McBride, S. O. Ma-
sonic hall, 1st and 3d Sundays, 3 p m.....P
Geo McCusker.....P
P Oechle, Box 644.....RS
H W Scott, Box 46.....FS
W F Raske, McIntosh, S D.....LR
G S Freeman, C M & St P R R,
P S L.....Cb
- 753 ENOLA, Enola, Pa. Bitner hall, 2d
and 4th Sundays, 2 p m.....P
E S Lighty, 2318 N 5th st, Harrisburg,
Pa.....P
F L Webster, Box 126.....RS
G C Miller, R F D 4, Mechanicsburg,
Pa.....FS
E S Lighty, 2318 N 5th st, Harris-
burg, Pa.....LR
A R Kintz, Mechanicsburg, Pa, Pa Co
(E).....Ch
- 754 GATEWAY, La Crosse, Wis. Wood-
man hall, Rose and St James sts, 2d
Wednesday, 9:30 a m, 4th Wednesday,
2:30 p m.....P
J Johnson, 306 Caledonia st.....P
G Koepcke, 1327 George st.....RS
C C Carrier, 307 Caledonia st.....FS
R F Green, 307 Caledonia st.....LR
R F Green, 307 Caledonia st, C M &
St P Ry.....Ch
- 755 RARITAN, Perth Amboy, N J. Jeffer-
son hall, 193 Smith st, 1st Sunday, 2
p m, 3d Sunday, 8 p m.....P
J Bacha, 269 La Rue st.....RS
J H Fullerton, Box 2, Fords, N J.....RS
J H Fullerton, Box 2, Fords, N J.....FS
A Fullerton, 383 Park av.....LR
A Fullerton, 383 Park av, L V R R.....Ch
- 756 ETORICOE, New Toronto, Ont, Can. Mu-
nicipal hall, 2d Sundays, 2:30 p m,
and 4th Thursdays, 8 p m.....P
S J Green, 46 Vanevery st, Mimico,
Ont.....P
G A Quantz, R R Y M C A.....RS
T Hueston, 36 Galley av.....FS
T Hueston, 36 Galley av.....LR
H Dinsmore, 47 Griller av, Toronto,
Ont, G T Ry of Can.....Ch
- 757 PASS CITY, El Paso, Tex. Woodman
hall, Magoffin and Alameda sts, 1st and
3d Sundays, 10 a m, 2d and 4th Mon-
days, 8 p m.....P
J H Knight, 213 Walnut st.....P
J H Fish, 817 Myrtle av.....RS
J H Fish, 817 Myrtle av.....FS
J P Dennis, 2122 Texas st.....LR
J P Dennis, 2122 Texas st, E P & S
W R R.....Ch
- 758 ILLINOIS VALLEY, Ladd, Ill. 1 O
O F hall, Main st, 1st and 3d Mon-
days, 10 a m.....P
H Graves.....P
H J Conway.....RS
C Taggart.....LR
C High.....Ch
F Smith, C M & St P Ry.....Ch
- 759 SIGNAL BUTTE, Milas City, Mont. 1
O O F hall, 1st and 3d Sundays, 2:30
p m.....P
A R Tonn, 520 N Knight st.....P
J D Parkinson, 903 Pleasant st.....RS
J D Parkinson, 903 Pleasant st.....FS
F Pitts, 911 Gordon st.....LR
W E Thomas, 820 Knight st, C M
& St P R R, P S L.....Ch
- 760 FORKED DEER, Jackson, Tenn. Co-
operative hall, 1st and 3d Wednesdays,
7:30 p m.....P
R E Dodds, 305 Fairground st.....P
W P Orr, 426 E Lexington st.....RS
G Wray, 245 Gordon st.....FS
W P Orr, 426 E Lexington st.....LR
J L Dodds, Box 162, 1 C R R.....W
Pool, Gen'l Del, B & N Ry.....Ch
- 761 CLOVIS, Clovis, N M. Masonic hall,
S Main st, Mondays, 2 p m.....P
R W Kelso.....P
D C White.....RS
D C White.....FS
E E Switzer.....LR
J J Stone, A F & S F Ry.....Ch
- 762 MOOREFIELD, Indianapolis, Ind. K
of E hall, 523 N Bellevue, 1st and 3d
Wednesday nights.....P
C Johnson, 3531 Garden av.....P
R B Cole, 133 N Sheffield.....RS
L White, 206 N Sheffield.....FS
R B Cole, 133 N Sheffield.....LR
C Snapp, 3511 Garden av, C I &
W R R.....Ch
- 763 CLINGFIELD, Erwin, Tenn. B of
L F and E hall, 1st and 3d Sundays,
7 p m.....P
J Q Brown.....P
C J McClellan.....RS
C J McClellan.....FS
B G Allison, Box 292.....LR
G E Range, C C & O Ry.....C L
Riddle, Pensacola, N C, B M Ry.....Ch
- 764 OLD KENTUCK, Ludlow, Ky. K C
hall, 83 Elm st, 1st and 3d Tuesdays,
8 p m.....P
G W Thomas, Oak st.....P
- E C McNulty, 71 Elm st.....RS
E C McNulty, 71 Elm st.....FS
E C McNulty, 71 Elm st.....LR
C D Jobe, Kenner et, So Ry.....Ch
- 765 MAJOR THOS CORNELL, Kingston,
N Y. Measter's hall, 635 Broadway, 2d
Sunday, 2 p m, and last Thursday, 7:30
p m.....P
E C Snyder, 170 Foxhall av.....P
C O Davis, 377 Washington av.....RS
A DeForest, 50 Staples av.....FS
E C Snyder, 170 Foxhall av.....LR
J H Bowker, 128 Tremper av, N Y C
(E).....R L Rhinchart, 99 Hasbrouck
av, U & R R, R F Fitch, East
Branch, N Y, D & N R R.....Ch
- 766 FRANK B LEWIS, Hamlet, N. C. K
of P hall, 2d and 4th Sundays, 10:30
a m.....P
H Blue.....P
F E Knight.....RS
F E Knight.....FS
M N Kirkland, Box 371.....LR
J R Lomax, S A Line Ry.....Ch
- 767 PORTAGE, Portage, Wis. B of L E
hall, Cook and Wisconsin sts, 1st and
3d Sundays.....P
F A Rusch, 912 Cass st.....P
G B Beattie, 109 W Carroll st.....RS
G B Beattie, 109 W Carroll st.....FS
G A Jorus, 1009 Dunn st.....LR
R R Rice, 215 W Marion st, C
M & St P Ry.....Ch
- 768 GOODO FAITH, Tamaqua, Pa. Moose
hall, Broad et, 2d Sunday, 1:30 p m.
4th Sunday, 7:30 p m.....P
E E Delp, 30 Clay st.....P
T Cartmell, 406 Pine st.....RS
E E Delp, 30 Clay st.....FS
L Hauser, 211 Centre st.....LR
H S Welker, 16 Elm st, Mowry, Pa, P
& R Ry.....Ch
- 769 WARRIOR, Tuscaloosa, Ala. Masonic
Temple, 6th st, 2d Tuesday and 4th Fri-
day, 7:45 p m.....P
C H Noel, 280 8th st.....P
C M Pritchett, 3113 7th st.....RS
C M Pritchett, 3113 7th st.....FS
R M Pritchett, 3113 7th st.....LR
C L Herman, 2509 10th st, M &
O R R.....Ch
- 770 GALLATIN, Three Forks, Mont. 1 O
O F hall, Mondays, 7:30 p m.....P
L A Decco, Box 375.....P
B Gilham, Box 328.....RS
R B Gilham, Box 328.....FS
L A Decco, Box 375.....LR
G W Smith, C M & St P (P S L).....Ch
- 771 LESLIE, Harrison, Ark. M W A hall,
Court Square, 1st and 3d Sundays, 2
p m.....P
C W Crews, Box 110.....P
J W Crews, Box 110.....RS
C King, 601 N Walnut st.....RS
J W Crews, Box 110.....LR
J W Crews, Box 110, M & N A R R.....Ch
- 772 VIRGINIAN, Princeton, W Va. Gar-
ten hall, Mercer av and 2d st, Friday
nights.....P
R C Harvey.....P
T D Thomas, 715 McNutt av.....RS
H G Leal, 600 Bee st.....FS
G A Cochran, care of Elmore Mail,
S Taliaferro, care of Elmore Mail,
Tralee, W Va, V Ry.....Ch
- 773 OELEWIN, Oelwein, Iowa. Temple
hall, W Chaves st and 1st av, E, 2d
Thursday, 8 p m, 4th Wednesday, 9:30
a m.....P
H E Webb, 116 First av, S.....P
F Stocker, 506 3d av.....P
B Flower, 213 4th av, N.....RS
B F Brittingham, 411 4th st, W.....LR
K H Van Camp, Gen Del, C G W
R R.....Ch
- 774 ARCH CITY, Columbus, Ohio. 1 O O
F Temple, 3d floor, hall 7, 198 S High
st, 1st and 3d Tuesdays, 7:30 p m.....P
F W Elliott, 17 Marion ct, 1427 S
Parsons av.....P
F VanWagner, 1605 Clara st.....RS
F A Spohn, 362 Mithoff st.....FS
F W Elliott, 17 Marion ct, 1427 S Par-
sons av.....LR
A F Spohn, 362 Mithoff st, H V Ry.....Ch
- 775 CEOAR RAPIDS, Coteau Jct, Que.
Can. Doucet's hall, 2d and 4th Sundays,
7:30 p m.....P
R Ross.....P
J W News, Box 110.....RS
Charles Woodward, Box 81.....FS
J E McCabe, Coteau Station, Que.....LR
J W Nevins, Box 112, G T Ry of
Can.....Ch
- 776 KATY, Osnlon, Texas. W O O hall,
203 1/2 W Woodward st, every Wednes-
day evening except first.....P
J M Johnson, 608 W Munson st.....P

- H W Torian, 402 Morton st.RS
W J Seashugh, 1500 W Day st.FS
J M Johnson, 606 W Munson at.LR
A L Clark, 211 W Monterey st, M
K & T Ry.Ch
- 777 WARWICK VALLEY, Warwick, N Y.**
McPeck's hall, South st, 1st and 3d
Sundays, 2:30 p m.
E Smith, 14 West at.P
R E Talcott, 63 South st.RS
D W Maxwell, 16 Poplar st.FS
D W Maxwell, 16 Poplar st.LR
E Smith, 14 West st, L & H R Ry.Ch
- 778 UNIVERSITY, Sutherland, Sask, Can.**
I O F hall, 1st Sunday, 2:30 p m.
3d Sunday, 7:30 p m.
W H Scott, Box 241.P
J MacLaughlin, Box 241.RS
Wm Scott, Box 241.FS
J M MacLaughlin, Box 241.LR
J M MacLaughlin, Can Pac Ry.Ch
- 779 OESHA, McGeehe, Ark. Farrell bldg.**
1st and 3d Sundays, 2:30 p m.
C C Clark, Box 492.P
S E Clark, Box 492.RS
H J Munda, 107 S Second st.FS
C C Clark, Box 492.LR
S E Clark, Box 492, M P R R.Ch
- 780 OZONE, Bogalusa, La. Brooks bldg.**
1st and 3d Sundays.
M J Graves, 208 Superior av.P
A Henley, 236 Huron av.RS
A Henley, 236 Huron av.FS
L E Hemphill, Tylertown, Miss.LR
Z G Bowen, N O G N R R.Ch
- 781 CHATCOLET, Malden, Wash. I O F**
hall, Main st, 1st and 3d Fridays, 7
p m.
Jas K Cowell, Box 234.P
C H Terry, Box 288.RS
C A Burns, Box 425.FS
F J Rader, Box 223.LR
E C Ferrell, C M & St P R R, P
S L.Ch
- 782 COL HENRY McCORMICK, Harris-**
burg, Pa. Fackler's hall, 1307 Derry
st, 1st Monday, 1:30 p m, 3d Monday,
7:30 p m.
J Winter, 2614 Agate st.P
D H Fortna, 1910 Market st.RS
G H Shaffer, 1903 Bellevue rd.FS
V B Sweeley, 2065 Svatara st.LR
D H Fortna, 1910 Market st, P &
R Ry.Ch
- 783 NORTH BANK, Vancouver, Wash.**
Shon's hall, 6th and Main sts, 1st
Thursday, 10 a m, 3d Thursday, 7:30
p m.
R L Walter, Franklin Hotel, Port-
land, Ore.P
A D Strodre, 2311 Grant st.RS
J A Cooper, 200 W 31st st.FS
R L Walter, Hotel Franklin, 13th and
Wash sts, Portland, Ore.LR
E A Hamilton, 711 W 13th st, S P
& S Ry.E E Bennett, 220 N 17th
st, Portland, Ore (Port Div), S P
& S Ry.Ch
- 784 PRINCE ALBERT, Prince Albert,**
Sask, Can. K C hall, 3d Sunday, 2
p m.
J Booth, 233 9th st E.P
A E Dare, 405 20th st, E.RS
E Edwards, 536 19th st E.FS
S J Ilitchco, 220 12th st.LR
W C Powell, 411 8th st, E C N Rys
(C N).Ch
- 785 BIG RUN, Elkins, W Va. K of P**
hall, 1st Wednesday and 3d Saturday, 8
p m.
J B Coberly, 225 Main st.P
G W Kinsler, 57 Pleasant av.RS
G Kehr, 500 Central st.FS
J G Luzier, Box 317, Parsons, W Va.LR
J G Luzier, Box 317, Parsons, W Va.
W M Ry.Ch
- 786 ONWARD, Avery, Idaho. Brotherhood**
hall.
H F Schmalhorst.P
C C Ham.RS
C C Ham.FS
E L Place, Deer Lodge, Mont.LR
Wm Koehler, C M & St P R R, P
S L.Ch
- 787 ARBUTUS, Spooner, Wis. A C A hall,**
2d Sunday 10 a m, 4th Sunday 7 p m.
A L Christian.P
S Hanson, 910 River av.RS
S Hanson, 910 River av.FS
A L Christian.LR
B M Best, 413 8th st, C St P M &
O Ry.Ch
- 788 BRANDON, Brandon, Man. Can. L**
O L hall, 1st and 3d Wednesdays, 8
p m.
A W Osborne, 815 7th st.P
H C Hagquist, 366 Dennis st.RS
H C Hagquist, 366 Dennis at.FS
J Spafford, 413 6th st.LR
H Coltherd, 544 2nd st, C N Rys
(C N).Ch
- 789 SOURIS, Souris, Man. Can. S O E**
hall, 2d Sunday, 7:30 p m, 3d Sunday,
2:30 p m.
L L Littleford, Gen'l Del.P
R Cleveit, Box 209.RS
W R E Hall, Box 487.FS
R Nearn, Gen'l Del.LR
R Nearn, Gen Del. C P Ry.Ch
- 790 POUGHKEEPSIE BRIDGE, Maybrook,**
N Y. Sweeney hall, 2d Sunday, 2 p m,
4th Sunday, 7 p m.
H J Ronalder, Box 144.P
J W Francisco, Box 445.RS
R Finger, Box 33.FS
S E Krum, Box 587.LR
H Ronalder, Box 144, C N E Ry.Ch
- 791 TEMISKAMING, North Bay, Ont. Can.**
I L P Club rooms, 1st and 3d Wednes-
days, 8 p m.
G Kay, Box 1057.P
E Floyd, Box 2078.RS
E Floyd, Box 2078.Act FS
F J Preston, Englehart, Ont.LR
F Dobberman, Box 1987, T & N O
Ry.Ch
- 792 ELKO, Elko, Nev. K of P hall, 2d**
and 4th Wednesdays, 2:30 p m.
J W Woodall.P
J K Parkinson, Box 243.RS
O J Kelly, Box 43.FS
N Sorensen, 605 Alto bldg.LR
J W Veters, 540 S First West st, Salt
Lake City, Utah, W P R R.Ch
- 793 HOME CITY, Springfield, Mass. I O**
F hall, Pynchon st, 2d Thursday, 2:30
p m, and 4th Thursday, 7:30 p m.
W J Graham, 83 Pomona st.P
F E Klicha, 89 Old Bridge st.
Springfield, Mass.RS
J A Mercier, 448 Dickinson st.FS
W J Graham, 63 Pomona st.LR
W J Graham, 63 Pomona st, N Y, N H
& H R R.Ch
- 794 SAN JOAQUIN, Stockton, Cal. Pohana**
hall, 342 E Webber av, 1st and 3d Tues-
days, 1:30 p m.
S C Kinchen, R R 2, Box 69E.P
R A Woodruff, R R 3, Box 19F.RS
J Adams, 814 E Channel st.FS
E C Kinchen, R R 2, Box 69E.LR
S C Kinchen, R F D 2, Box 69E, W
P R R.Ch
- 795 SIERRA, Portola, Cal. Johnson's hall,**
1st and 3d Tuesdays, 7:30 p m.
R McIlveen.P
W H Young.RS
E F Murray.FS
H L Davis, 3060 Pletner av, Oakland,
Cal.LR
M V Caston, W P R R.Ch
- 796 PUNKSY, Punksutawney, Pa. Red**
Men's hall, over County National Bank,
2d and 4th Monday nights.
C E Lender, 101 Jenks av.P
D S Stigers, Box 130.RS
J H Rutter, 220 N Findley st.FS
W R Rimer, Gen'l Del.LR
F L Crozer, 106 Station st B R &
P Ry.Ch
- 797 HAMLIN, San Angelo, Tex. I O O F**
hall, 1st and 3d Tuesdays, 7:30 p m,
4th Thursday, 2:30 p m.
J L Shnap, Goodward Hotel.P
B D Wagon, 61 E Ave. D.RS
H G Heard, 116 W Av B.FS
R B Hartwell, Box 151, Hamlin, Tex.LR
H G Heard, 116 W Av B, K C M &
O R R.Ch
- 798 PRICE OF OIXIE, Laurel, Miss. I**
O O F hall, 1st and 3d Sundays 10 a m,
G Thompson, 335 Pine st.P
J H Lamb.RS
J H Lamb.FS
J B Gunn, 106 Oak st, Box 96.LR
H S Myers, Box 821, G M & N R R.Ch
- 799 COPPER QUEEN, Ely, Nev. Rock-**
hill and Shalenberger hall, 1st and 3d
Saturdays.
W D Morgan.P
G F Deckelman, Box 159, East Ely.
Nev.RS
G F Deckelman, Box 159, East Ely,
Nev.FS
E Burg, Box 123 East Ely, Nev.LR
E Burg, Box 123, East Ely, Nev. N
Ry.Ch
- 800 MITCHELL, Mitchell, S O. Eagles'**
hall, 308 N Main st, 2d and 4th Sun-
days, 2:30 p m.
O J Andress, 300 3d av, E.P
C R Wallis, 416 S Edmonds.RS
C R Wallis, 416 S Edmonds.FS
H J Velt, 615 N Minn at, C M & St
P Ry.Ch
- 801 PINE FOREST, Lufkin, Tex. W O W**
hall, 1st st, 1st and 3d Saturdays, 8
p m.
A Johnson, R F D 2, Box 14.P
C A Smith, Keltys, Tex.RS
C A Smith, Keltys, Tex.FS
- 802 SENATE, Youngstown, Ohio. L O O**
M hall, Boardman st, 1st and 3d Mon-
days.
W A Graham, 1332 Oak st.P
F A Eagan, 358 W Princeton av.RS
E Christie, 28 Thornton av.FS
E Christie, 28 Thornton av.LR
R L Cratsley, 1039 Homestead N Y
C (W).C M Robison, 2665 Wil-
son av, P & L E.Ch
- 803 KEECHELUS, Tacoma, Wash. Swiss**
hall, 10th and Jefferson av, 2d and 4th
Sundays, 10 a m.
W H Rasch, Box 1394.P
S M Virgil, 1612 25th st, S.RS
S M Virgil, 1612 25th st, S.FS
R W Staumbaugh, 6112 Thompson st.LR
R E Wright, 1016 S 5th st, C M & St
P R R, P S L.Ch
- 804 ANTHONY, Ft Wayne, Ind. Vorden-**
mark's hall, 1st and 3d Tuesdays, 8 p m.
B Wilson, 1127 Wells st.P
G R Marks, 1612 High st.RS
G R Marks, 1612 High st.FS
C H Porter, 750 W Superior st.LR
C H Porter, 750 W Superior st, N Y
C & St L R R.Ch
- 805 MIZPAH, Alamosa, Colo. I O O F**
hall, 1st and 3d Sundays, 2 p m.
Chas Parker, 305 8th st.P
C M Groshart, 426 7th st.RS
C M Groshart, 426 7th st.FS
W I Marsh, Box 103, La Veta, Colo.LR
W I Marsh, Box 103, La Veta, Colo.,
D & R G R R.Ch
- 806 MT RAINIER, Seattle, Wash. Steiner-**
hall, 1509 Grand blvd, Wednesdays,
7:30 p m.
H E Goodlund, 2647 22d av, W.P
C N Arleton, 3220 22d av, W.RS
F Parr, 3219 20th av, W.FS
R C Johnson, 1511 W 52d st.LR
F A Allen, 2109 4th av N, G N Ry.Ch
- 807 AUBURN, Auburn, N Y. Mantel's**
hall, 1st and 3d Sundays, 2 p m.
R Hill, N Fair Haven, N Y.P
J Englelt, 12 1/2 Warren av.RS
J Englelt, 12 1/2 Warren av.FS
J Englelt, 12 1/2 Warren av.LR
J M Codner, 13 Lewis st, L V R R
J R Train, 181 Woodlawn av.
C N Y S R R.Ch
- 808 C A WILSON, Tracy, Cal. Masonic**
hall, 1st and 3d Tuesday evenings.
J E Eagan.P
J E Nassett, Box 222.RS
R H Wise, Box 752.FS
L A Benett.LR
L A Benett, S P (Pac Sys).Ch
- 809 CORONATION, W Edmonton, Alta,**
Can. I O O F hall, 1st and 3d Sun-
days, 2:30 p m.
Wm McDonald, 12715 123d st.P
J B Arnold, 12741 117th st, Edmon-
ton, Alta.RS
C Potter, Strand Hotel.FS
R R Tippie, 11030 123d st, Edmontion,
Alta.LR
R McGrath, 13015 117th st, C N Rys
(G T P).Ch
- 810 NORTH STAR, Edmontion, Alta, Can.**
Elks hall, Sanderson Bk, 9927 Jasper
av, 2d and 4th Sundays, 2:30 p m.
H L McCoey, 9618 107th av.P
H H Harris, 10151 116th st.RS
S Knudson, 10735 110th st.FS
C H Harris, 13 Dunston apts, 127th
st.LR
F Rasmussen, 10709 109th st, C N
Rys (C N).Ch
- 811 NEMA011, Superior, Wis. Superior**
Labor Temple, 710 Broadway, 2d Mon-
day, p m, 4th Sunday, 10 a m.
R Kreide, 2015 Baxter av.P
W O Danielson, 1808 Lamborn av.RS
W O Danielson, 1808 Lamborn av.FS
C W Pascoe, 44 John st.LR
E C Peters, 1818 19th st, M & T
& S Ste M Ry.Act Ch

- 812 NEMAH, Falls City, Neb. M W A hall, 2d and 4th Fridays, 8 p m.
- J L Cochran, 2121 1/2 N.P
H Liebsch, 1101 McLane st.RS
E L Dale, 613 Pacific st.PS
E G Linsley, 908 Stone st.LR
E L Dale, 613 Pacific st. M P R R.Ch
- 813 TRANSCONA, Transcona, Man. Can. Great War Veteran hall, 2d and 4th Sundays, 2 p m.
- A N Campbell, 12 Newman av W Box 81P
W H MacDonald, Box 54.RS
W H MacDonald, Box 54.PS
A Black, 41 Melrose av E, Box 54.LR
A Chapman, 16 Revelstone av W, Box 130, C N Rys. (G T P).A Black, 41 Melrose W, C N Rys (C G).Ch
- 814 ST PAUL, Minneapolis, Minn. Norden hall, 2011 Washington av N, 2d and 4th Mondays, 8 p m.
- H S Edwards, 2123 6th st N.P
J Biffendorff, 654 Colfax av, N.RS
J B McHugh, 2312 Fremont av No.FS
B Baskob, 416 W Broadway.LR
E R Barrett, 660 Jenks st, St Paul, Minn. C St P M & O Ry.Ch
- 815 ALLENTOWN, Allentown, Pa. Owl Home, Law and Linder sts, 2d and 4th Mondays, 8 p m.
- S Rice, 608 Lehigh av, Bethlehem, Pa. P J V Christ, 641 Genesee st S.RS
A W Dennis, 449 Linden st.PS
R Kingald, 539 Walnut st.LR
G Black, 41 Auburn st. P & R Ry.Ch
D Hoffener, 1128 Filgham st, Northampton, Pa. N & B Ry.W
Overholt, 16 1/2 Bradford st, P B & N E R R.Ch
- 816 NEW ERA, Corbin, Ky. Masonic hall, Mondays, 10 a m.
- C E Adams, 312 4th st.P
B Saylor, Box 58.PS
B Saylor, Box 58.LR
B Saylor, Box 58, L & N R R.Ch
- 817 MUIR, Sausalito, Cal. Pythian Castle, 1st and 3d Mondays, 8 p m.
- W E Griffin, Tiburon, Cal.P
M E Silverthorn, 456 Johnson st.Act RS
M E Silverthorn, 456 Johnson st.Act FS
A G Adams, 259 Filbert st.LR
M E Silverthorn, 456 Johnson st, N W P R R.Ch
- 818 ENGLEWOOD, Chicago, Ill. G A R hall, 6236 Princeton av, 2d and 4th Saturdays, 8:30 p m.
- C J Ellert, 226 W 64th st.RS
S C Coffin, 116 E 49th st.PS
L A Liby, 348 W 63d st.LR
L E Hartzog, 6014 Prairie av, N Y C (W).Ch
- 819 SANGAMON, Springfield, Ill. Castor's hall, 11th and S Grand av, Mondays, 7:30 p m.
- W F Gilman, 1115 S 9th st.P
R W Thompson, 1120 S 8th st.RS
E McManara, 1226 E Capitol av.FS
O W Rainey, 304 1/2 E Grand av.LR
R S Fuller, 1426 S 11th st, Wab Ry.Ch
- 820 BOOSTER, East Brady, Pa. 1 O O F hall, 2d and 4th Sundays.
- H B Paloon.P
J C Nealer, Box 7.RS
T S Filson.PS
T L Davis, Phillipston, Pa.PS
T L Davis, Phillipston, Pa, Pa Co (E).Ch
- 821 CANTON, Canton, Ohio. Stationary Engineers' hall, 423 Tuscarawas st, E, Fridays, 8 p m.
- B A Henderson, 400 12th st N W.P
C E Jarrett, 2111 2d st, S E.RS
C E Jarrett, 2111 2d st, S E.FS
H Jones, 3269 W 38th st, Cleveland, Ohio.LR
H Jones, 3269 W 38th st, Cleveland, Ohio, W & L E Ry.Ch
- 822 CARPATHIA, Tekoa, Wash. Eagles' hall, Mondays, 7:30 p m.
- F S Horner, Box 183.P
R W Edwards, Box 421.PS
R W Edwards, Box 421.FS
F S Horner, Box 183.LR
F C Wolfe, Box 325, O W R R & N Co.Ch
- 823 PORT LAWRENCE, Toledo, Ohio. McCalla hall, 221 Fasset st, 2d and 4th Mondays, 7:30 p m.
- A F Koester, 425 Bassett st.P
J U Cox, 970 Willow av.RS
E B Lane, 32 Greenwood av.FS
E B Lane, 32 Greenwood av.LR
L W Roper, 1210 Ellis st, B & O R R.G B Henney, 1342 Utah st.
- T & O C Ry. W B Kehrer, 1802 Walnut st, W & L E Ry.P
Kester, 425 Bassett st, D & T S L R R.Ch
- 824 HEADLIGHT, Muskogee, Okla. Eagles' hall, 317 1/2 N 2d st, Wednesdays, 7:30 p m.
- H S David, 403 Houston st.P
F E Daniel, 311 Felix av.RS
C E Edwards, 1021 N H st.FS
H S David, 403 Houston st.LR
F E Daniel, 311 Felix av, K O & G Ry.Ch
- 825 MINNEOOSA, Minnedosa, Man. Can. Masonic hall, 1st Sunday, 2 p m, 3d Sunday, 2:30 p m.
- G A Andrews, Box 84.P
H Inman, Box 387.RS
H Inman, Box 387.FS
H Inman, Box 387.LR
W Cookley, Box 593, C P Ry.Ch
- 826 PALMETTO, Florence, S C. Masonic Temple, W Evans and Isby sts, 1st Sunday, 10:30 a m, 3d Sunday, 8:30 p m.
- E S Harrell.P
C A Baxter, 12 Henry st.RS
C A Baxter, 12 Henry st.FS
L R Collins.LR
C W Buchanan, 156 Spring st, Charleston, S C, A C L R R.Ch
- 827 MT ROBSON, Prince George, B C. Can. Sundays, 1 p m, 2d and 4th Fridays, 8 p m.
- F Armstrong, Box 189.P
F Reynolds.RS
F Reynolds.FS
M Steel.LR
J Bailey, Gen Del, G T F Ry.Ch
- 828 GILA VALLEY, Globe, Ariz. Sultan bldg, 1st Sunday and 3d Saturday, 8 p m.
- E Sullivan, Box 1785.P
R Kirkpatrick, Box 2405.RS
C W Dodd, Box 2396.FS
R Kirkpatrick, Box 2405.LR
W S Carson, A E R R.Ch
- 829 LITTLE SEVEN LOOGE, Douglas, Ga. K of P hall, Sundays, 7 p m.
- A F Dixon, 610 Madison av.P
R C Worth.RS
R C Worth.FS
M T Holloway, 902 Twiggs st, Augusta, Ga.LR
H C Jordan, G & F Ry.Ch
- 830 FORNFELT, Fornefelt, Mo. Gill's hall, Thursday, 7:30 p m.
- H Hall.P
C O Mathis.RS
J E Myers, Box 155.FS
G Hall.LR
J Dopp, Ancell, Mo, St L S W Ry.Ch
- 831 POKERMORE, Biggar, Sask. Can. Victoria hall, 2d Sunday, 7:30 p m, and 4th Sunday, 2:30 p m.
- W D Laird.P
J S Smyth, Box 211.RS
P Hammel.PS
J Kelly.LR
C Sliotter, C N Rys (G T P).Ch
- 832 GENERAL HUBBARO, Brookville, Pa. Grand Army hall, 2d and 4th Sundays, 7 p m.
- H Gerg, S Pickering st.P
J L Herzog, 738 Mabon st.RS
W R Beck, Western av.FS
C M Newkirk, Box 26.LR
C H Flint, Box 75, S Pickering st, P & S R R.Ch
- 833 OLD HICKORY, Nashville, Tenn. Labor Temple Annex, 1st and 3d Thursdays, 9:30 a m.
- R H Cochran, R F D 1, Antioch, Tenn. P E F Robertson, 347 Peachtree st.RS
E F Robertson, 347 Peachtree st.FS
C B Alexander, 1922 Patterson st, L & N R R.Ch
- 834 PUT-IN-BAY, Bellefontaine, Ohio. K of P hall, 2d and 4th Wednesdays, 7:30 p m.
- V Wells, 503 S Main st.P
V C Murphy, 120 West st.RS
J W Quisinger, 543 N Madriver st.FS
V Wells, 503 S Main st.LR
V Wells, 503 S Main st, C C C & St L Ry.Ch
- 835 KICKAPOO, S Pekin, Ill. McDonal's hall, 1st Sunday, 2 p m, 3d Monday, 7 p m.
- D M Black, Box 304.P
O L Freed, Box 182.RS
C L Thomas, Box 205.FS
C L Thomas, Box 205.LR
W E Sprau, C & N W Ry.Ch
- 836 HORNEILL, Hornell, N Y. B of R T hall, Thursdays, 7:30 p m.
- C Baker, 21 Spencer st.P
G S Corbett, 184 E av.RS
L W Scott, 19 Blaine st.FS
N D Holden, 421 Fairview av.LR
J M Margeon, 115 E Main st, Erie R R.Ch
- 837 CANEY FORK, Nashville, Tenn. New Labor Temple, 214-218 8th av No, 2d and 4th Thursdays, 10 a m.
- R L Butts, 35 Lindsley av.P
P J King, 128 Green st.RS
T R Gwynn, 10 Kieth st.FS
W L Mamann, 2307 Buchanan st.LR
T R Gwynn, 10 Kieth st, T C R R.Ch
- 838 MANLY, Manly, Iowa. 1 O O F hall, 2d and 4th Sundays, 2 p m.
- L F DuCloa.P
E F Benjergades.RS
G B Garrett, Box 241.FS
E F Benjergades.LR
E D Phillips, C R I & P Ry.Ch
- 839 RICHMOND, Richmond, Va. Toner's hall, 11th and Hull sts, Sundays, 8 p m.
- H B Britton, 314 W 25th st, S Richmond, Va.P
H E Adams, 1426 Bainbridge st, S Richmond, Va.RS
H E Adams, 1426 Bainbridge st, S Richmond, Va.FS
M F Hammond, 420 S Pine st.LR
I S Owen, 1728 Buchanan st, S Richmond, Va. So Ry.Ch
- 840 WELFARE, Cleveland, Ohio. West Side Turn hall, Lorain av, between 38th and 41st sts, 2d and 4th Tuesdays, 7:30 p m.
- P H W Christman, 8904 Lorain av.P
G C Van Horn, 3453 W 95th st.RS
F C Simpson, 1448 Wyandotte av, Lakewood.FS
F C Simpson, 1448 Wyandotte av, Lakewood.LR
G C Van Horn, 3453 W 95th st, C & St L Ry.Ch
- 841 ATLANTA, Atlanta, Ga. Bell bldg., 431 1/2 Marietta st, Sundays, 9:30 a m.
- T H Lindsay, 2 Van Epp av, E Atlanta, Ga.P
T M Doster, 149 W Alexander st.RS
T M Doster, 149 W Alexander st.FS
R S Elrod, 216 Cooper st.LR
H C Arendall, 97a Lovejoy st, Sou Ry.P
C Vandiver, 40 Main st, Abbeville, S C, S A L Ry.Ch
- 842 VALOOSTA, Valdosta, Ga. W O W hall, Hill av and Patterson st, 1st and 3d Fridays, 8 p m.
- H H Stansel, 30 E Savannah av.P
L H Townsend, 508 E Magnolia st.FS
L H Townsend, 508 E Magnolia st.LR
F S Mullis, 212 S Troop st.RS
B F Evans, 308 Varnedale st, So Ry.Ch
- 843 PECAN VALLEY, Brownwood, Texas. W O W hall, 1st and 3d Sundays.
- H V Riddle, 201 Taylor av.P
T Glover, 1425 Brady av.RS
T Glover, 1425 Brady av.FS
T Glover, 1425 Brady av.LR
Tom Glover, 1425 Brady av, G C & S F Ry.Ch
- 844 HUMBOLOTT, Humboldt, Sask. Can. Eagle hall, 1st and 3d Wednesdays, 14:30 K.
- S Lee.P
F A Palmer, Box 40.RS
F A Palmer, Box 40.FS
F Hillman.LR
F A Palmer, Box 40, C N Rys (C N) Ch
- 845 NATRONA, Casper, Wyo. 1 O O F hall, Sundays, 2 p m.
- E Schafer, 227 N Park st.P
D G Fox, Box 217.RS
D G Fox, Box 217.FS
J H Thomas, C B & Q Roundhouse.LR
J W Henderson, Box 837, C B & Q R R.Ch
- 846 CHESAPEAKE, Peru, Ind. Wallace Theater bldg, Fridays, p m.
- C Grant, 120 W 2d st.P
G M Turner, 274 W 3d st.RS
G M Turner, 274 W 3d st.FS
G M Turner, 274 W 3d st.LR
O E Price, 387 W 6th st, C & O Ry.Ch
- 847 RADIAL PARK, Edmonton, Alta. Can. Snyder hall, 2d and 4th Sundays, 2 p m.
- G F Fleming, 10946 125th st.P
G MacDonal, 7112-105a st.FS
M L Barker, 10928 125th st.FS
G F Fleming, 10948 125th st.LR
G MacDonal, 7112-105a st, E D & B C Ry, etc.Ch

- 848 **MONROE**, Monroe, La. Odd Fellows hall, cor Desiard and 2d sts, 2d and 4th Sundays, 10:30 a. m.
O M Woods, 108 N 8th st.P
J K Fisher, 600 Grammont st.RS
J K Fisher, 600 Grammont st.FS
O M Woods, 108 N 8th st.LR
O M Woods, 108 N 8th st. A & L M
Ry... S F Wood, 505 Hart st. A &
V Ry and V S & P R R.Ch
- 849 **BATTLE RIVER**, Big Valley, Alta, Can. Howe & Vopat hall, 1st and 3d Sundays, 4:30 p. m.
T Holden, Box 105.P
H M Black, Box 103.RS
P P Paul, Box 204.FS
L H McMillan, Box 184.LR
E A Nickes, C N Rys (CN).Ch
- 850 **MARCUS**, Marcus, Wash. Lockhart hall, 1st and 3d Sundays, 1:30 p. m.
H Hedburg, 605½ Market st, Hilliard, Wash.P
H L Lockhart, Box 227.RS
H L Lockhart, Box 227.FS
H Hedburg, 605½ Market st, Hilliard, Wash.LR
C A Mutch, 419 Diamond av, Hilliard, Wash. G N Ry.Ch
- 851 **TERRE HAUTE**, Terre Haute, Ind. Red Men's hall, 17th and Hulman sts, Mondays, 7:30 p. m.
G C Marshall, 1418 S 17th st.P
Carl Lewis, 1614 College av.RS
Carl Lewis, 1614 College av.FS
R L Barnhart, 1411 S 18th st.LR
F Chenault, 2204 Putnam av, C M & St P Ry.Ch
- 852 **ASSINABOINE**, Kamask, Sask, Can. Castle hall, 1st and 3d Sundays, 2:30 p. m.
W J Peel.P
R Black.RS
R Black.FS
F B Freeze.LR
F B Freeze, C N Rys (CN).Ch
- 853 **EIGHT HOUR**, Forrest, Ill. I O O F hall, 1st Sunday, 1:30 p. m, 3d Sunday, 7:30 p. m.
H S Stollard, 763 S Webster st, Decatur, Ill.P
G L Goodpasture, Box 244.RS
John R Hinton, Box 120.FS
James R Hinton, 1925 E Main st, Decatur, Ill.LR
James R Hinton, 1925 E Main st, Decatur, Ill. W Ry.Ch
- 854 **ASSEMBLY**, Delano, Pa. 2d and 4th Mondays, 7:30 p. m.
R E Anthony.P
H M Van Sant.RS
H M Van Sant.FS
S L Stauffer.LR
H M Van Sant, L V R R.Ch
- 855 **OMAHA**, Omaha, Neb. McKinnas hall, s e cor 16th and Locas sts, 1st and 3d Sundays, 10 a. m.
H T Sullivan, 3219 Sherman av.P
M J Millican, 1618 Manderson st.RS
M J Millican, 1618 Manderson st.FS
C A Brust, 4522 N 40th st.LR
H W Barrows, 2617 Camden av, C St P M & O Ry.Ch
- 856 **AVOCA**, Avooca, Pa. O'Malley's hall, 1st and 3d Mondays, 10 a. m.
E Regan, Cherry st.P
C W Pickering, 938 Wood st, Durvay, Pa.RS
C W Pickering, 938 Wood st, Durvay, Pa.FS
G O Kugler, 1607 Washburn st, Scranton, Pa.LR
M F Spellman, 2901 Pittston av, Milnooka, Pa, E R R.Ch
- 857 **SQUARE OeAL**, Parent, Que. Can. Schoolhouse, 1st and 3d Sundays.
P J J Pelletier.P
J A Turmel.RS
J D Turmel.FS
J H O'Brien.LR
E Simard, C N Rys (C G).Ch
- 858 **SNOWY MOUNTAIN**, Lewistown, Mont. Carpenters' hall, 1st and 3d Sundays, 2 p. m.
J F Holecek, 301 Pine st.P
J L Cox, Box 1218.RS
J L Cox, Box 1218.FS
A Lanhert, Box 1322.LR
W C Brooks, 317 Brassey st, C M & St P R R, P S L.Ch
- 859 **TABERNASH**, Tabernash, Colo. Myers hall, Thursdays, 3 p. m.
W A Tappan.P
W H Behr.RS
L Van Buskirk.FS
L Van Buskirk.LR
B Smith, 3317 Clay st, Denver Colo. D & S L R R.Ch
- 860 **BLUE BELL**, Edmundston, N B, Can. Edmundston hall, 1st and 3d Sundays, 8 p. m.
L Poltras.P
J Plourde, Box 93.FS
A Brisson.LR
L Poltras, C N Rys (C G).Ch
- 861 **CHILHOWEE**, Etowah, Tenn. Old Masonic hall, 1st and 3d Sundays, 9:30 a. m.
W T Bradley, Georgia av.P
T H DeLaney, 509 Ohio av.RS
T H DeLaney, 509 Ohio av.FS
T H DeLaney, 509 Ohio av.LR
J L Thompson, 1826 Cornell av, Knoxville, Tenn, L & N R R.Ch
- 862 **CHISCA**, Paris, Tenn.
E R Slaughter, 134 Thomas av, Bowling Green, Ky.P
T McAskill, 509 Wood st.RS
T McAskill, 509 Wood st.FS
C C Hicks, 308 Irvin st.LR
E R Slaughter, 134 Thomas av, Bowling Green, Ky, L & N R R.Ch
- 863 **HANN HILLS**, Hanna, Alta, Can. Patricia hall, 2d and 4th Sundays, 14 p. m.
O B Hoover.P
S G Forsblad, Box 67.RS
S G Forsblad, Box 87.FS
J H Worsley, Box 288.LR
J H Worsley, Box 288, C N Rys (C N).Ch
- 864 **MONTGOMERY**, Montgomery, Ala. Odd Fellows hall, Fridays, 9:30 a. m.
J T Bryan, 215 Columbus st.P
R E Furlong, 410 Martha st.RS
R E Furlong, 410 Martha st.FS
J E Wilkins, 29 Clayton st.LR
R L Rea, 519 Jefferson st, A & W P & W Ry of A.G S Hicks, 523 Good st, L & N R R.E B Watts, 410 Mildredge st, A C L R R.Ch
- 865 **OEATH VALLEY**, Ravenna, Ky. Jones hall, Tuesdays, 9 a. m.
W L Reynolds.P
Gencoward, General Delivery.RS
H K Combs, Box 22.FS
M Howard, General Delivery.LR
E W Howard, L & N R R.Ch
- 866 **COVINGTON**, Covington, Ky. Berling hall, Madison av and 20th st, Thursdays, 7:30 p. m.
W Rech, 1921 Denver av.P
O R Gerhard, 327 E 41st st.RS
O R Gerhard, 327 E 41st st.FS
W C Pepples, 9 W 15th st.LR
F L Frakes, 4536 Decoursey, L & N R R.Ch
- 867 **HOWELL**, Evansville, Ind. Freeman's hall, 11½ Barker av. every Tuesday, 7:30 p. m.
W Jarboe, 101 Marion av.P
W F Bruegeman, 1319 W Franklin st.RS
J H Carter, R R 2, Box 15.FS
W Jarboe, 201 Marion av.LR
H E Tevaut, 22 N Stinson av, L & N R R.Ch
- 868 **WEST END TERMINAL**, Louisville, Ky. Shafer's hall, 27th st and Portland av, 1st and 3d Thursdays, 9:30 a. m.
J Kaney, 107 32d st.P
C R Henman, 348 N 26th st.RS
C R Henman, 343 N 26th st.FS
H W Wright, 2707 Portland av.LR
M Kraft, 863 S 32d st, K & I T R R.Ch
- 869 **QUAKER CITY**, Philadelphia, Pa. Johnson hall, 4059 Lancaster av, 1st and 3d Tuesdays, 8 p. m.
F W Drissner, 1721 N Ingersoll st.P
J W D Alloway, 4973 Girard av.RS
E Carr, 1443 S Peach st.FS
E Carr, 1443 S Peach st.LR
C F Shopt, 1444 N Alden st, Pa Co (E).Ch
- 870 **CALUMET**, S Chicago, Ill. South Deering Athletic Club, 106th st and Torrence av, 2d and 4th Tuesdays, 8 p. m.
B A Connolly, 3216 E 92d st, Chicago, Ill.P
R Leser, 10704 Ewing av, Chicago, Ill.RS
T C Johnson, 10446 Calhoun av, Chicago, Ill.FS
P Peterson, 10409 Ave J, Chicago, Ill.LR
C W P & S.Ch
- 871 **KNOB CITY**, Russellville, Ky. K of P hall, 167 N Main st, 1st and 3d Sundays, 1:30 p. m.
H R Brady.P
A C Clearinger, 293 W 5th st.RS
T O Warren.FS
W Feltz.LR
L E Turner, 351 Cherry st, L & N R R.Ch
- 872 **SALINA**, Salina, Kas. Yeoman hall, 1st and 3d Thursdays.
E J Langstaff, 421 Euclid av.P
B F Pine, 340 N Oakdale av.RS
B F Pine, 340 N Oakdale av.FS
H Walburn, 311 N 13th st.LR
B H Charles, 301 N 9th st, U P R R.Ch
- 873 **NORWOOD**, Norwood, Cincinnati, O. Eagle hall, 2d and 4th Fridays, 7:30 p. m.
W B Deenecke, 5310 Carthage av.P
F A Seeling, 1718 Queen City av, Cincinnati, Ohio.RS
F A Seeling, 1718 Queen City av, Cincinnati, Ohio.FS
E Riedeman, 909 Laurel st, Cincinnati, Ohio.LR
C T Grenat, 571 Torrence rd, Cincinnati, Ohio, Pa Co (W).Ch
- 874 **MINERAL CITY**, Clinton, Mo. W O W hall, 2d and 4th Sundays.
C L Grimes, 306 N Main st.P
C Staples, 316 N 2d st.RS
J W Elm, 340 Franklin st.FS
F L Long, 203 Bodine av.LR
C L Grimes, 306 N Main st, St. Louis, Mo. S F Ry.Ch
- 875 **KANSAS CITY**, Kansas City, Mo. Curtis hall, 811 Walnut st, 2d and 4th Wednesdays, 7:30 p. m.
C R Fulton, 2830 Wabash av.P
J R McManamin, R F D 6, Box 194, Independence, Mo.RS
T W Dobyns, 2912 N 13th st, Kansas City, Kas.FS
A A Lewis, 29 S 15th st, Kansas City, Kan.LR
A A Lewis, 29 S 15th st, Kansas City, Kan, C B & Q R R.F E Scotton, 4100 E 16th st, K C S Ry.Ch
- 876 **SEEMAN**, Utica, N. Y. Hall 1003 Erie st, 2d and 4th Sundays, 2 p. m.
R Hime.P
G Collins, 1207 City st.RS
C E Ellsworth, 1003 Court st.FS
H Raecht, 918 Kellogg av.LR
F B Haines, 804 Varick st.LR
H W Haines, 908 Churchill av, D L & W R R.Ch
- 877 **PINE MOUNTAIN**, Manchester, Ga. 2d and 4th Sundays, 2:30 p. m.
C Phelps, Main st.P
Edw Justice, 212 4th st.RS
Edw Justice, 212 4th st.FS
W Derden, 508 W. Oconee st, Fitzgerald, Ga.LR
W D Carzile, Terminal Hotel, Atlanta, Ga, A B & A R R.Ch
- 878 **ALFALFA**, Cloverport, Ky. 1st and 3d Saturdays, 7 p. m.
C R Hambleton.P
C S Martin.RS
S Martin.FS
L E Whitler, 1216 W Broadway, Louisville, Ky, L H & St L Ry.Ch
- 879 **LAURIE**, Limolou, Que. Can. Vezina hall, 173 3d st, 1st and 3d Sundays, 9 a. m.
A St Laurent, 175 1st st.P
J Dutil, 140 Canardiere st.Act RS
J Chateauque, 2 Du Trisor, Upper Town Quebec, Que.FS
J R McLean, 207 Third st.LR
A St Laurent, 175 1st st, C N Rys (C N).Ch
- 880 **WHITE PLAINS**, White Plains, N. Y. I O O F hall, 1st Sunday, 10 a. m, 3d Friday, 8 p. m.
T C Plagier, 37 Oakwood av.P
W B Dinkham, 36 Main st.RS
T C Plagier, Box 321, Chatham, N. Y.FS
W C Freda, 37 Greenwood av.LR
J Credle, Box 321, Chatham, N. Y.Ch
Y C (E).Ch
- 881 **RALEIGH**, Raleigh, N. C. Union hall, 210½ Fayetteville st, 1st and 3d Sundays, 9 a. m.
W L Pate, 217 N Salisbury st.P
C H Holloway, 520 Polk st.RS
C H Holloway, 520 Polk st.FS
W L Pate, 217 N Salisbury st.LR
E D Boney, 701 Glenwood av, S A L Ry.Ch
- 882 **CONFEDERATE**, Augusta, Ga. K of P hall, Eighth st, 1st and 3d Sundays, 2:30 p. m.
H O Fitzgerald, 722 11th st, Atlanta, Ga.P
W R Scurluck, 706 7th st.RS
W R Scurluck, 706 7th st.FS
E N Christian, 637 Crawford av, Ga R R.LR
E N Christian, 637 Crawford av, Ga R R.Ch
W B Scurluck, 706 7th st, C & W C Ry.Ch

883 **QUATOGA**, Alton, Ill. K of P hall, Broadway and Market sts, 2d and 4th Sundays, 4 p m.
 C W Vassier, 2204 Washington av.....P
 W E Turk, 805 Alby st.....RS
 L M Campbell, 2624 Humbert st.....FS
 C W Vassier, 2204 Washington av.....LR
 E Thomas, 2713 Sanford av, Illinois Terminal R R.....Ch
 884 **KETTLE VALLEY**, Penticton, B C, Can. Burch hall, 1st and 3d Thursdays, 2 p m.
 C H Tupper.....P
 R O Blacklock.....RS
 R Roberts, Box 260.....FS
 M McKay.....LR
 M McLellan, K V Ry.....Ch
 885 **MASON CITY**, Mason City, Iowa. Labor Temple, cor of Federal av & 1st st, S W, 2d & 4th Sundays.
 J Christianson, 426 15th st N W.....P
 H H Waldrud, 1539 N Jefferson av.....RS
 H H Waldrud, 1539 N Jefferson av.....FS
 C E Kentner, 1266 16th st, N W.....LR
 C D Squires, 214 14th st, N W C & N W.....Ch
 886 **WAYCROSS**, Waycross, Ga., Bunn bldg annex, Jane & Treavor sts, 2d and 4th Sundays, 3:30 p m.
 J Meyer, 32 Lee st.....P
 W C Greene, 70 Lee st.....RS
 W C Greene, 70 Lee st.....FS
 J W Meyer, 32 Jane st.....LR
 C F Mobley, R Y M C A, A C L R R.....Ch
 887 **MINNESOTA**, St Paul, Minn. Woodruff hall, cor Prior & St Anthony, 2d Tuesday 9:30 a m, 4th Tuesday 7:30 p m.
 P T Perusse, 2055 Princeton av.....P
 C W Schleiter, 1655 Van Buren st.....RS
 C W Schleiter, 1655 Van Buren st.....FS
 P T Perusse, 2055 Princeton av.....LR
 J J Aumer, 1524 Roblyn av, M T Ry.....Ch
 888 **SUNBURST**, Broken Bow, Okla. I Helligman hall, 1st and 3d Tuesdays, 12:30 p m.
 S H Earnest, Box 554, DeQueen, Ark.....P
 H C Bathrop, Bagletown, Okla.....RS
 H C Bathrop, Bagletown, Okla.....FS
 L M Reed, Box 381, T O & E R R.....Ch
 889 **CARIBOU**, E St Johns, Newfoundland. Fraternity hall, Lyon bldg, Water st, 2d and 4th Wednesdays, 8:00 p m.
 W Jeans, 2 Coronation st, St Johns Nfld.....P
 J French, 346 Water st, West St Johns, Newfoundland.....RS
 A Steel, 6 Franklin av, St Johns, Newfoundland.....FS
 J French, 346 Water st, W St Johns, Newfoundland.....LR
 G A Tipple, Humbermouth, N F, N C.....Ch
 890 **CROW**, Sioux City, Iowa. Rm 304 New Labor Temple hall, 6th & Pearl sts, 1st and 3d Sundays, 2:30 p m.

B F Goodwin, 704 Plymouth st.....P
 J S Ray, 903 Dubuque st.....RS
 J J Beacom, 1012 Plymouth st.....FS
 N McArthur, 201 S Rustin.....LR
 J J Beacom, 1012 Plymouth st, G N Y R R.....Ch
 891 **WESLEY**, Erie, Pa. Falcou's hall, cor 19th & Ash sts, 2d and 4th Tuesdays, 8 p m.
 W J Golden, 3720 Edison av, Wesleyville, Pa.....P
 W G Seabrook, 2202 Holland st.....RS
 W G Seabrook, 2202 Holland st.....FS
 A Torok, 2213 Taggart st, Wesleyville, Pa.....LR
 D F Mason, 558 Newlin av, Lawrence Park, N Y C (W).....Ch
 892 **HIGH SPRINGS**, High Springs, Fla. Masonic Hall, 1st and 3d Sundays, 7 p m.
 C E Perry.....P
 E U Crutchfield.....RS
 E U Crutchfield.....FS
 E U Crutchfield, A C L.....Ch
 893 **CLEAR LAKE**, Hornpayne, Ont. Can. School hall, 1st and 3d Thursdays, 8 p m.
 J H Jones, Box 62.....P
 H A Bourne, Box 49.....RS
 C Barnes, Box 3.....FS
 J G Jones, Box 62, C N (C N).....Ch
 894 **MT MCKINLEY**, Anchorage, Alaska. Richmond's hall, 737 4th av, 1st and 3d Tuesdays, 7:30 p m.
 C A Matheson.....P
 C Balhiser, Box 1346.....RS
 C Balhiser, Box 1346.....FS
 C Balhiser, Box 1346.....LR
 G R Moore, G Ry in A.....Ch
 895 **GREEN RIVER**, Auburn, Wash. Room 1 Auburn Investment Bldg, 1st and 3d Mondays, 7:30 p m, 2d and 4th Sundays, 10:30 a m.
 L C Dyer, 119 C st N W.....P
 C A Cunningham, 212 E st, S W.....RS
 C A Cunningham, 212 E st, S W.....FS
 J S Denise, 305 F st, S E.....LR
 J S Denise, 305 F st, S E, N P Ry.....Ch
 896 **GREEN COUNTY**, Roadhouse, VIII. I O O F hall, 1st and 3d Mondays, 9 a m.
 E L Hutchings, 723 W Palu st.....P
 R Locker, 315 E North st.....RS
 R Locker, 315 E North st.....FS
 R J Brown, Box 336.....LR
 G E Cooley, 121 E Rowe st, C & A.....Ch
 897 **TRI-CITY**, Venice, Ill. I O O F hall, 2d and Granville sts, 1st Thursday, 7 p m, and 3d Thursday, 9 a m.
 G Gowan, 117 Weber st.....P
 T Foley, 4th and Hampden sts.....RS
 H J E Debrecht, 416 Main st.....FS
 G Gowan, 117 Weber st.....LR
 H J E Debrecht, 416 Main st, Wab Ry.....LR
 L H Debrecht, 3015 Rauschenback st, St Louis Mo, C & A R R.....Ch

898 **WEST TEXAS**, Ranger, Texas. Carpenters' hall, 210 1/2 Elm st, 2d and 4th Sundays, 8 p m.
 K Dillard, Box 562, Dublin, Tex.....P
 J Burke, Box 703.....RS
 J Burke, Box 703.....FS
 E G Hend, Box A23, Dublin, Texas.....LR
 J E Pratt, 345 Hill, W F R & Ft W R R.....Ch
 899 **MISSISSIPPI VALLEY**, Silvis, Ill. Eagles hall, 801 1st av; 1st and 3d Tuesdays, 8 p m.
 A Lee, 125 10th st.....P
 F R Brown, 147 10th st.....RS
 D Stevens, 902 1st av.....FS
 J M Blankenhorn, 147 10th st.....LR
 C L McWilliams, 3219 5th av, Rock Island, Ill, C R I & P.....Ch
 900 **YORK**, York, Ala. K of P hall; Sundays, 3:30 p m.
 J S Suther.....P
 N Millard, 412 Altman st.....RS
 N Millard, 412 Altman st.....FS
 W R Acker.....LR
 M A Hancock, A T & N R R.....Ch
 901 **DOVER**, Wilmington, Oel. 611 Market st, 1st and 3d Wednesday evenings.
 W H Jones, 72 S Vandever av.....P
 W L Strandley, 2006 W 2nd st.....RS
 L Davidson, 1804 Spruce st.....FS
 J T Mears, 2315 Jessup st, P Co (E).....Ch
 902 **OMINECA**, Smithers, B C, Can. Whiteford hall, 1st and 3d Sundays, 2:30 p m.
 R Lawseth, Box 158.....P
 T A Ross, Box 129.....RS
 D Boyle, Box 62.....FS
 M Whiteford, Box 62.....LR
 T L Stofford, Box 182, C N Rys (G T P).....Ch
 903 **MT CAVELL**, Edson, Alta, Can. I O O hall, Main st, 1st and 3d Sundays, 2 p m.
 H Wilson.....P
 C W McKee.....RS
 E Marshall.....FS
 W MacDonald, Box 48, C N Rys (G T P).....Ch
 904 **YELLOWHEAD PASS**, Lucerne, B C, Can. School hall, 1st and 3d Sundays, 2 p m.
 P Sorensen.....P
 V L Reilly.....RS
 V R L Speare.....Act FS
 V L Reilly, C N Rys (C N).....Ch
 905 **Z & W**, East Fultonham, Ohio. Eversoles hall, 1st Sunday, 2 p m, 3d Wednesday, 7 p m.
 O Bullington, Box 142.....P
 J Lescalett, Box 14.....RS
 J Lescalett, Box 14.....FS
 L W Stine, White Cottage, Ohio.....LR
 L W Stine, White Cottage, Ohio, T & O C R R.....Ch

WESTERN SECTION—DISTRICT No. 1

GENERAL GRIEVANCE COMMITTEES OF THE B. OF L. F. & E.

C M Rogers, 606 S Main st, Cleburne, Tex, Ch; F W Lewis, Heavener, Okla, sec

Arizona, Eastern R R—J P McBride, Box 2385, 355 S 3d st, Globe, Ariz., Box 2373, K S Burchett (L C 829), Rox 2373, Globe, Ariz, sec-trs.
 Arizona & N M Ry—R Thomas (L C 617), Gen Del, Clifton, Ariz, ch.....G
 A Darnon, Gen Del, Hachita, N M, sec-trs.
 Arkansas & Louisiana Midland Ry—O M Woods (L C 848), 108 N 8th st, Monroe, La, ch.
 Alton & Southern R R—R J Boerner (L C 44), 551 N 30th st, St Louis, Ill, ch.
 A T & S F Ry—W C Keiser, 1412 W 8th st, Topeka, Ksn, ch.....H I Stephens, San Marcial, N M, sec-trs.
 A T & S F Ry (Coast Lines)—K B Walton, 278 Wilcox bldg, Los Angeles, Cal, ch.....J E Johnson (L C 314), 3426 3d av, Los Angeles, Cal, sec-trs.
 B & O Chicago Terminal R R—H C Blake 517 Goshline st, Hammond, Ind, ch.....J F Goetzinger, 71 Sibley st, Hammond, Ind, sec-trs.
 Belt Ry of Chicago—Geo Terrell (L C 331), 617 Massasoit av, Chicago, Ill, ch.....Edw Dyer, 6118 S Menard av, Chicago, Ill, sec-trs.
 Butler County R R—C E Doty (L C 6), Poplar Bluff, Mo, ch.
 Butte, Anaconda & Pacific Ry—J L Solomon (L C 500), 615 W Park, Anaconda, Mont, ch.

C & A R R—D T McGrath, 504 S 11th st, Springfield, Ill, ch.....H Shiffett, 555 W Jefferson st, Springfield, Ill, sec-trs.
 C B & Q R R—Q O & K C R R—M Larson, 428 Bank of Galesburg bldg, Galesburg, Ill, ch.....H A Husted (L C 77), 3017 Vine st, Denver, Colo, sec-trs.
 Chi & E H R R—J V Fitzsimmons, 532 Line st, Evansville, Ind, ch.....P W Dudley (L C 516), 5 Cronkhite av, Danville, Ill, sec-trs.
 C G W R R—F B Andrews, Apt 102, 3314 Nicollet av, Minneapolis, Minn, ch.....F O Busse (L C 358), 553 S Robert st, St Paul, Minn, sec-trs.
 Chi & M Id Ry—E Spindel (L C 408), 605 W 1st st, Taylorville, Ill, ch.....H B Parks, 930 W Vandever st, Taylorville, Ill, sec-trs.
 Chicago & Illinois Western R R—W J Schwartz (L C 331), 4910 W 25th st, Cicero, Ill, ch.
 Chi Jct Ry & Chi Riv & Indiana R R—W J Nichols (L C 577), Apt 2, 4465 Lake Park dr, Chicago, Ill, ch.....J F Powers, 5234 Princeton av, Chicago, Ill, sec-trs.
 Chi, Milw & Gary Ry—L Haslett (L C 355), 614 Benton st, Joliet, Ill, ch.
 Chi, Milw & St P R R Co—P S Lines—H E Arnold, Box 407, Deer Lodge, Mont, ch.....W E Thomas, 820 Knight st, Miles City, Mont, sec-trs.

C M & St P Ry—S R Schauer, Box 68, E Dubuque, Ill, ch.....H J Veit (L C 800), 615 N Minn st, Mitchell, S D, sec-trs.
 C & N W Ry—J H Marshall, 1962 Transportation bldg, Chicago, Ill, ch.....W E Sprau, S Pekin, Ill, sec-trs.
 Chi, Peoria & St L R R—C E Collier (L C 408), R F D 1, Springfield, Ill, ch.
 C R & I C Ry Co—I L Dowden (L C 27), 1040 S 10th st w, Cedar Rapids, Iowa, ch.
 C R I & P Ry—H J Palmer, 3601 W Harrison st, Chicago, Ill, ch.....A E Finch, 8 So E st, Herington, Kan, sec-trs.
 C St P M & O Ry—Wm Hefley, 307 Dakota bldg, St Paul, Minn, ch.....H W Barrows (L C 355), 2617 Camden av, Omaha, Neb, sec-trs.
 Chi, W Pullman & So R R—P Peterson (L C 870), 10409 Avenue J, Chicago, Ill, ch.
 Chi & W Ind R R—J W Banser (L C 674), 1401 W 73d st, Chicago, Ill, ch.
 Colorado & Southern Ry—C E Seehorn, 2119 W 27th av, Denver, Colo, ch.....M Bailey (L C 340), 3416 Lawrence st, Denver, Colo, sec-trs.
 Colorado & Wyoming Ry—J J Young (L C 59), 2629 E Orman av, Pueblo, Colo, ch.
 Davenport, Rock Island & N Western Ry—W Poeller (L C 39), 614 W 9th st, Davenport, Iowa, ch.

D & R G R R—A J Chipman, 23 Evans block, Denver, Colo., ch...V F Hoffacker (L C 149), 124 Dodge st, Salida, Colo., sec-trs.

Denver & Salt Lake R—B Smith (L C 859), 3317 Clay st, Denver, Colo., ch...M McGlone, 3808 Zuni st, Denver, Colo., sec-trs.

Des Moines Union Ry—E Kautzky (L C 102), 1900 16th et, Des Moines, Iowa, ch.

Duluth & Iron Range R—G Vanvalkingburg (L C 401), Two Harbors, Minn., ch...W E Hastings, Box 922, Two Harbors, Minn., sec-trs.

Duluth, Missabe & Northern Ry—F Lukritz (L C 539), Proctor, Minn., ch...J J Koshinski, Proctor, Minn., sec-trs.

Duluth, So Shore & Ati Ry & Mineral Range R—L N Nadeau, 433 Rock st, Marquette, Mich., ch...H S Lean, 200 Peawabic st, Laurium, Mich., sec-trs.

E St Louis Jet Ry—J B Clark (L C 44), 1220 Kansas av, E St Louis, Ill., ch.

Electric Short Line Ry—L McDonnell, 425 14th av, N Minneapolis, Minn., sec-trs.

El Paso & Southern Ry—R W E Jones, 918 14th st, Douglas, Ariz., ch...J P Dennis, 2122 Texas st, El Paso, Tex., sec-trs.

E J & E Ry—G A Meade, 7862 S Shore dr, Chicago, Ill., ch...W J Hogrefe, P O Box 1253, Joliet, Ill., sec-trs.

Escanaba & L S R—J Gaynor (L C 129), 1223 Ninth av S, Escanaba, Mich., ch.

Ft Smith & Western R—J T Rushough (L C 345), 1203 N R st, Ft Smith, Ark., ch...R W Huson, 1110 Dodson av, Ft Smith, Ark., sec-trs.

Ft Worth Belt Ry—J M Hedges (L C 83), Rt 6, Box 5, Ft Worth, Tex., ch...A L Matchett, 404 W 22d st, Ft Worth, Tex., sec-trs.

Ft Worth & Denver City Ry & Wichita Valley Ry—J A Harris, 309 N Lincoln st, Amarillo, Texas, ch...J K Simmons, 406 Travis st, Wichita Falls, Tex., sec-trs.

Galveston H & H R R—J R Elliott (L C 115), 3312 Av L, Galveston, Tex., ch.

Galveston Wharf Co—W E Thomas (L C 115), 2211 45th st, Galveston, Tex., ch.

Go R Ry in Alaska (Southern Division)—G R McGeire (L C 894), Anchorage, Alaska, ch.

G N Ry—J A Nicholson, 360 Shubert bldg, St Paul, Minn., ch...J M Maher (L C 482), Box 513, Whitefish, Mont., sec-trs.

Green Bay & Western R—R P Otterson (L C 266), 534 3d st, Green Bay, Wis., ch.

G C & S F Ry—C M Rodgers, 606 S Main st, Cleburne, Tex., ch...J O Jones (L C 147), 907 E av A, Temple, Tex., sec-trs.

Gulf, Texas & Western Ry—J A Toon (L C 652), Seymour, Tex., ch.

Hannibal Connecting R R—C E Davis (L C 290), 2201 Spruce st, Hannibal, Mo., ch.

Houston & Brazos Valley Ry—J G Fanville (L C 146), Box 14, Velasco, Tex., act ch.

Houston Belt & Terminal Ry—A F Morin (L C 146), 1311 State st, Houston, Tex., chairman.

Ill Cent R—C A Tweedy, 1412 E 68th st, Chicago, Ill., ch...M J McDonald, 830 E 89th st, Chicago, Ill., sec-trs.

Ill Term R—Edw Thomas (L C 883), 2713 Sanford av, Alton, Ill., ch...C W Vassler, 2204 Washington st, Alton, Ill., sec-trs.

Internat & Great No Ry—R C Dunlap, 812 Royal st, Palestine, Texas, ch...H A O'Brian (L C 156), 406 E Lacy st, Palestine, Texas, sec-trs.

Kansas City, Mex & Orient R—F M Connor, Fairview, Okla., ch...R B Hartwell (797), Box 151, Hamlin, Tex., sec-trs.

Kansas City Northwestern R—R O Scarff (L C 330), 72 S Harrison st, Kansas City, Kan., ch.

Kans City Sou Ry—C F Newman, 2706 Stonewall st, Shreveport, La., act ch...C F Newman (L C 522), 2706 Stonewall st, Shreveport, La., sec-trs.

Kansas City Terminal Ry—C J Newell (L C 692), 1504 Cleveland st, Kansas City, Kan., ch...C W Lambert, 1006 W 29th st, Kansas City, Mo., sec-trs.

Kans, Okla & Gulf Ry—F E Daniel (L C 824), 311 Felix av, Muskogee, Okla., ch...H E Varrick, 308 E Broadway, Muskogee, Okla., sec-trs.

La Crosse & Southeastern Ry—P N Hensgen (L C 26), 320 N Washington av, Viroqua, Wis., chairman.

Lake Sup & Ishp Ry & Munising, Marq & S E Ry—C V Fahlstedt (L C 150), 428 Baraca av, Marquette, Mich., ch...H Dush, 1313 2d st, Marquette, Mich., sec-trs.

Lake Sup Term & Transfer Ry—G Clark (L C 296), 1512 13th st, Superior, Wis., ch.

La & Ark Ry—A F Kings, Minden, La., ch...J H Green, 1339 S McNeill av, Shreveport, La., sec-trs.

La & Pac Ry & Lake Chas & No R R—E D Forbes (L C 673), Box 23, De Ridder, La., ch...J C Scott, De Ridder, La., sec-trs.

Litchfield & Madison Ry—H W Aldrup (L C 44), 428 Brown av, Edwardsville, Ill., ch...Ed Tieck, 822 Sherman av, Edwardsville, Ill., sec-trs.

Los Angeles & Salt Lake R—L M Sowby, 260 Wilcox Annex bldg, Los Angeles, Cal., ch...J A Hanna, 1191 Spence st, Los Angeles, Cal., sec-trs.

Manitou & Pikes Peak Ry—H C Gosling (L C 218), Gen'l Del, Manitou, Colo., ch.

Manufacturers' Ry (St Louis)—C W Price (L C 6), 1509 S Broadway, St Louis, Mo., ch.

Marquette, Tomahawk & Western R—F M Wagner (L C 575), 203 3rd st, Tomahawk, Wis., chairman.

Memphis, Dallas & Gulf R R—C G Letcher (L C 243), 518 Washington st, Nashville, Ark., ch...W B Henard, Glenwood, Ark., sec-trs.

McClude River R—W T Grover (L C 312), McClude, Cal., ch...C R Frizelle, McClude, Cal., sec-trs.

Midland Tar Ry—C H Prosser (L C 218), 2216 W Pikes Peak av, Colorado Springs, Colo., ch.

Midland Valley R—J W Warren (L C 671), 118 Cincinnati st, Muskogee, Okla., ch.

Minneapolis, Northfield & Southern Ry—H D Palmer (L C 82), Northfield sta, Minneapolis, Minn., ch...E C Chadwick, 5441 Grand av, Minneapolis, Minn., sec-trs.

Minneapolis & St L R—F D Revord, 1624 Lyndale av N, Minneapolis, Minn., ch...A Karlsson, 511 Queen av N, Minneapolis, Minn., sec-trs.

M St P & S Ste M Ry—B Jones, 623 Boston blk, Minneapolis, Minn., ch...R Beck, Harvey, N D, sec-trs.

Minn, Dak & Western—J R Dorman (L C 636), 352 5th av, International Falls, Minn., ch...R J Noll, 811 7th st, International Falls, Minn., sec-trs.

Minn & Inter-Nat Ry—J R McPherson (L C 636), Bemidji, Minn., ch.

Minn Trans Ry—J J Aumer (L C 887), 1524 Roblyn av, St Paul, Minn., ch...J J Duffey, 60 Wilder av, St Paul, Minn., sec-trs.

Miss Ry & Bonne Terre Ry—J W Manwaring (L C 709), Doe Run, Mo., ch...C L Marrat, Bonne Terre, Mo., sec-trs.

Mo-Ill R R—J F Carson (L C 627), 161 W Mound st, Sparta, Ill., ch.

Mo & No Ark R R—J W Crews (L C 771), Box 110, Harrison, Ark., ch...J D Hurley, Harrison, Ark., sec-trs.

Mo K & T Ry—M O Ladsure, 1810 1/2 Main st, Parsons, Kan., ch...M W Curry, Box 680, San Marcos, Tex., sec-trs.

Mo P R R—J M Brickhouse, 924 Walnutwright bldg, St Louis, Mo., ch...L E Veeter, 407 Main st, Osawatomie, Kan., sec-trs.

Nev-Cal-Ore Ry—Jno A Steen (L C 19), Alturas, Cal.

Nev No Ry—E Burg (L C 799), E Ely, Nev., ch...G F Deckelman, Box 159, East Ely, Nev., sec-trs.

N P Ry—T P Gorman, 308 Dakota bldg, St Paul, Minn., ch...R W Moxley, 3629 1st av N W, Seattle, Wash., sec-trs.

Northwestern Pac R—E W Ammerman, 75 Miller av, Sausalito, Cal., ch...M E Silverthorn (L C 817), 456 Johnson st, Sausalito, Cal., sec-trs.

Northern Pacific Terminal Co of Oregon—F N Olean (L C 193), 59 E 84th st N, Portland, Ore., ch.

Ogden Union Ry & Depot Co—L H Becraft (L C 98), 2428 Monroe av, Ogden, Utah, ch.

Oregon Short Line R R—H Lessing, Box 663, Pocatello, Idaho, ch...C L Caldwell, Shielton Hotel, Sait Lake City, Utah, sec-trs.

Oregon, Washington R R & Nav Co—J Clifford, Box 535, 1369 O av, La Grande, Ore., ch...E W Bowdish (L C 407), Box 467, Des Moines, Wash., sec-trs.

Pacific Coast Ry (Calif)—F Hampton (L C 672), 283 High st, San Luis Obispo, Cal., ch.

Pacific Coast R R (Wash)—J Bertusky (L C 407), Taylor, Wash., ch.

Paris & Mt Pleasant R R—R Catterton (L C 243), 192 S 26th st, Paris, Tex., ch.

Peoria & Pekin Union Ry—G Creasy (Act) (L C 48), 1312 Western ave, Peoria, Ill., ch...H F Wiedeman, 316 Malone av, Peoria, Ill., sec-trs.

Peoria Railway Terminal Co—J Behrens (L C 48), 301 Caroline st, Pekin, Ill., ch.

Quannah, Aeme & Pacific—W O Lucas (L C 688), Quannah, Tex., ch.

St Joe Belt Ry & S J U T R R—Jas Lyon (L C 43), 5307 Halsey st, St Joseph, Mo., ch...F E Walker, 617 Virginia st, St Joseph, Mo., sec-trs.

St Joe Terminal R R—J R Stevenson (L C 43), 2117 S 12th st, St Joseph, Mo., ch.

St L Brownsville & Mex Ry—Geo Stephenson (L C 733), Kingsville, Tex., ch...J W Baker, Box 7, Kingsville, Tex., sec-trs.

St Louis & Hannibal R R—A Yochum (L C 290), 407 N 4th st, Hannibal, Mo.

St L S W Ry—H Rives, 1608 W 17th av, Pine Bluff, Ark., ch...H J Peterson, 1202 E 7th st, Pine Bluff, Ark., sec-trs.

St L & D'Fallon Ry—B Clark (L C 44), 560 W 23rd st, E St Louis, Ill.

St L-S F Ry—W S Blennerhassett Monett, Mo., ch...Otis Embrey (L C 603), 621 N Cleveland av, Sherman, Tex., sec-trs.

St Paul Bridge & Term Ry—J Flynn (L C 358), 285 E Cuttie, St Paul, Minn., chairman.

St Paul Union Depot Co—Frank Gage (L C 358), 1245 Selby av, St Paul, Minn., chairman.

San Antonio & Aransas Pass R R—E Kirk (L C 281), 409 Simpson st, Yoakum, Tex., ch...A W Weller, Box 173, Yoakum, Tex., sec-trs.

San Antonio, Uvalde & Gulf R R—H D Smith (L C 263), 1823 W Commerce st, San Antonio, Tex., ch...J P McCarthy, Box 94, N Pleasanton, Tex., sec-trs.

San Diego & Arizona Ry—F J Guenther (L C 386), 434 18th st, San Diego, Cal., ch.

Sioux City Ter R R—G C Gunderson (L C 64), 1912 Wall st, Sioux City, Ia., ch.

S P Co (Atlantic Sys), H & T C R R, H, E & W T Ry—Fred Burr, Brazos Hotel, Houston, Tex., ch...F L Fosatti, 606 S William st, Victoria, Tex., sec-trs.

S P Co (Pacific Sys)—J A Ford, 857 Pacific bldg, San Francisco, Cal., ch...G A Shadduck, 131 N Pine st, Roseburg, Ore., sec-trs.

Spokane International Ry—A M Fredericks (L C 133), 3008 E Indiana av, Spokane, Wash., ch.

Spokane, Portland & Seattle Ry—E A Hamilton (L C 783), 711 W 13th st, Vancouver, Wash., ch...R L Walter, Hotel Franklin, Portland, Ore., sec-trs.

Sumpter Valley Ry—M G Hutchins (L C 348), 497 Resort st, Baker, Ore., ch.

Term R R Ass'n of St Louis, St Louis Merchants' B Term Ry, Wiggins Ferry Co—C R Sanders, 602 Commercial bldg, St Louis, Mo., ch...E G Conklin (L C 21), 3919a Michigan av, St Louis, Mo., sec-trs.

Texas Mexican Ry—W A Spear (L C 733), 717 Farragut st, Laredo, Texas, ch.

Tex Midland R R—T T Powell (L C 20), 301 E Asylum av, Terrell, Tex., ch...John Williams, 502 S Francis st, Terrell, Tex., sec-trs.

Texas City Term Co—J P Toohy, Texas City, Texas (L C 115), ch.

Texas, Okla & East R R—L M Reed (L C 888), Box 381, Broken Bow, Okla, ch....
H C Bathrop, DeQueen, Ark, sec-trs.

Texas & Pacific Ry—M F Barnett, 510 Waverly dr, Sta A, Dallas, Texas, ch....
C K Hoffmeister, Box 1746, Ft Worth, Texas, sec-trs.

Tramont & Gulf Ry—J M Blackburn (L C 609), Box 372, Winfield, La, ch.

Trinity & Brazos Valley Ry—F Johnson (L C 702), Teague, Texas, ch.

U P R R, St J & G I Ry—D W Smith, 1928 A. A. Council Bluffs, Iowa, ch....
A Schmidt (L C 437), 316 Spruce st, Leavenworth, Kan, sec-trs.

U Stk Yards of Omaha—H C Kramer (L C 123), 3709 U st, So Side, Omaha, Neb, chairman.

Union Ry of Memphis—E A Plumlee (L C 45), 1651 Evelyn av, Memphis, Tenn, ch.

Virginia & Truckee Ry—E E Miner (L C 19), Carson City, Nev.

Wabash Ry—C F Thomas, 207 Cranite bldg, St Louis, Mo, ch....
O C Sandberg (L C 535), 7159 S Racine av, Chicago, Ill, sec-trs.

Wabash, Chester & Western R R—C Prowell (L C 627), 501 S 18th st, Mt Vernon, Ill, ch.

Western Pac R R—N Sorensen, 605 Alto bldg, 381 Bush st, San Francisco, Cal, ch....
J W Vetter, 540 S First West st, Salt Lake City, Utah, sec-trs.

Wichita Falls, Ranger & Ft Worth R R—J E Pratt (L C 898), 345 Hill av, Ranger, Tex, ch.

Wichita U T Ry—J H Nichols (L C 369), 529 Wabash av, Wichita, Kan, ch....
J H Nichols, 529 Wabash av, Wichita, Kan, sec-trs.

Wisconsin & Northern R R—G J Prast (L C 266), Shawano, Wls, ch.

Yazoo & Mississippi Valley R R—E W Floyd, Box 64, Cleveland, Miss, ch....
E L Milstead, 718 Bridge st, Vicksburg, Miss, sec-trs.

EASTERN SECTION—DISTRICT NO. 2

GENERAL GRIEVANCE COMMITTEES OF THE B. OF L. F. & E.

D C Laughlin, Room 7, Webb blk, Jackson, Mich., ch; Z J Blake, Room 301, 20 Beacon st Boston, Mass, sec

Akron & Barberton Belt R R—V Trout (L C 515), R F D 33, Barberton, Ohio, ch....
J Collier, 1121 Wooster av, Barberton, Ohio, sec-trs.

Ann Arbor R R—L Pullen (L C 420), 310 S Dewey st, Owosso, Mich, ch....
L W Lawson, 403 Oakwood av, Owosso, Mich, sec-trs.

B & D R R, C H & D R R—A B Miller, 82 Pershing st, Cumberland, Md, ch....
L L James, 119 S Broadway, Seymour, Ind, sec-trs.

Benwood & Wheeling Connecting Ry—H L Dean (L C 395), McMechen, W Va, ch.

Bessemer & Lake Erie R R—J C Young, Box 157, Cranesville, Pa, ch....
J F Stein, Albion, Pa, sec-trs.

B & A R R—B H Rhines, 59 Lathrop st, W, Springfield, Mass, ch....
A S Plimpton (L C 73), 3 Hale st, Worcester, Mass, sec-trs.

Boyne City, Gaylord & Alpena Ry—L Lockman (L C 611), Boyne City, Mich.

B & M R R—Z J Blake, Room 301, 20 Beacon st, Boston, Mass, ch....
F A Symonds (L C 73), 16 Dodge av, Worcester, Mass, sec-trs.

Boston, Revere Beach & Lynn R R—S H Underwood (L C 485), 437 Winthrop st, Winthrop, Mass, ch....
R McLean, 18 Ashley st, E Boston, Mass, sec-trs.

Brooklyn Hts Ry—H Jacobs (L C 291), 136 Alabama av, Brooklyn, N Y, ch.

Buffalo Creek R R—W J Kraus (L C 12), 22 Payson st, Buffalo, N Y, ch....
G N Hofner, 56 Shenandoah rd, Buffalo, N Y, act sec-trs.

B & P Ry—C H Keenan, 486 E State st, Salamanca, N Y, ch....
J Driver (L C 99), 60 Fillmore st, Rochester, N Y, sec-trs.

Buffalo & Susquehanna R R—C M Allen (L C 528), 39 Prospect av, Galeton, Pa, ch....
C A Peterson, Germania st, Caleton, Pa, sec-trs.

Baltimore R R—J A Bopp (L C 214), 1633 E Preston st, Baltimore, Md.

Central Indiana Ry—M M Lantz (L C 14), Waveland, Ind, ch.

Chen New England Ry—S E Krum, Box 537, Maybrook, N Y, ch....
J W Francis, Box 445, Maybrook, N Y, sec-trs.

Chen New York Southern R R—J R Train (L C 807), 181 Woodlawn av, Auburn, N Y, ch.

Chen R R of N J—B H Wenner, 133 Manhattan st, Ashley, Pa, ch....
N Nixon, 74 Glen av, Phillipsburg, N J, sec-trs.

Chen Vt Ry—G R Grossman (L C 352), 28 Edward st, St Albans, Vt, ch....
H Conn, Sparks, 34 12th st, New London, Conn, sec-trs.

Chl, Indpls & Louisville Ry—H E Meeker, 708 South st, Lafayette, Ind, ch....
M E Strother (L C 14), 2523 Bellefontaine st, Indianapolis, Ind, sec-trs.

Cincinnati, Indianapolis & Western R R—C O Snapp (L C 762), 3511 Garden av, Indianapolis, Ind, ch.

Cinti No R R—J F Eckhart (L C 458), 214 S Shannon st, Van Wert, Ohio, ch.

C C C & St L Ry—J E Wood, 1920 E Washington st, Indianapolis, Ind, ch....
C Criverton (L C 527), 117 Powell av, Bellefontaine, Ohio, sec-trs.

Copper Range R R—E Schuster (L C 729), 223 Douglas st, Houghton, Mich, ch.

Cornwall R R—C R O'Donnell (L C 562), 507 N 22d st, Lebanon, Pa, ch.

Cumberland & Penna R R—Jas Lilly (L C 448), Mt Savage, Md, ch.

Dayton, Toledo & Chi Ry—D McNett (L C 375), 228 Warren st, Dayton, Ohio, ch.

D & H Co—I O La Grange, 121 N Pearl st, Albany, N Y, ch....
W Mellus, 28 Albany av, Green Island, N Y, sec-trs.

Delaware & Northern R R—Roma Flitch (L C 765), East Branch, N Y, ch....
O K Smith, Andes, N Y, sec-trs.

D L & W R R—J V Haisley, 119 Eller av, Buffalo, N Y, ch....
H L Van Zandt, 223 Main st, Halstead, Pa, sec-trs.

Detroit & Mackinac Ry—P Hagan (L C 611), 122 W Oldfield st, Alpena, Mich, ch....
P Hagan, 122 W Oldfield st, Alpena, Mich, sec-trs.

Det, Bay City & W—G Hartwig (L C 152), 1322 N Johnson st, Bay City, Mich, ch.

Det, Tol & Ironton R R—F V Allbright (L C 360), 904 W North st, Springfield, Ohio, ch....
H E Wilson, 202 Filmore st, Napoleon, Ohio, sec-trs.

Det & Tol Shore Line R R—A F Koester (L C 823), 425 Bassett st, Toledo, Ohio, chairman.

E Broad Top R R & C Co—J W Rankin (L C 104), P O Box 293, Orlsonia, Pa, ch.

Erle R R—H P Harvey, 353 Glenwood av, Buffalo, N Y, ch....
J J Reilly (L C 543), Waldwick, N J, sec-trs.

Evansville, Indianapolis & Terre Haute R R—Wm Hurst (L C 160), 1132 N 10th st, Terre Haute, Ind, ch.

Greenwich & Johnsonville Ry—H L Perkins (L C 732), 15 Croy av, Greenwich, N Y, ch.

H V Ry—F W Elliott, 17 Marion ct, S Parsons av, Columbus, Ohio, ch....
E M Baus, 257 S Terrace st, Columbus, Ohio, sec-trs.

Huntington & B T M R R—J N Hooper (L C 748), Saxton, Pa, ch.

Indian Creek Valley Ry—W H Berger (L C 302), 1106 Vine st, Connellsville, Pa, ch....
B K Miller, Indian Creek, Pa, sec-trs.

Ind Service Co—C F Schenkel (L C 166), 731 E State st, Huntington, Ind, ch.

Indpls Union Ry—J Durham (L C 14), 1728 Union st, Indianapolis, Ind, ch.

Lake Champlain & Mohia R R—W W Johnson (L C 180), Box 115, Port Henry, N Y, ch.

Lake Erie, Franklin & Clarion R R—W W Himes (L C 248), Clarion, Pa, ch....
T R Campbell, Clarion, Pa, sec-trs.

Lake Erie & Western R R—F B Cooper, Tipton, Ind, ch....
E L Benner, 600 W Elm st, Lima, Ohio, sec-trs.

Lakeside & Marblehead R R—A C Hannan (L C 10), Box 26, Marblehead, Ohio, ch.

Lake Term R R—R Schmidt (L C 356), 118 W 25th st, Lorain, Ohio, ch.

Lohigh & Hudson River Ry—E Smith (L C 777), 14 West st, Warwick, N Y, ch.

Lohigh & New Eng R R—W F Brown (L C 713), 312 Applegate av, Pen Argyl, Pa, ch....
Roy Lobb, Pen Argyl, Pa, sec-trs.

Lohigh Valley R R—N B Dunning, R F D 1, Romulus, N Y, ch....
L Edelmayer, 120 Longnecker st, Buffalo, N Y, sec-trs.

Long Island R R—J A Colgan (L C 309), 162 India st, Greenpoint, L I, N Y, ch.

Lorain, Ashland & Southern Ry—J E Lautzenhiser (L C 356), 217 E 12th st, Ashland, Ohio, ch....
F J Nelson, 910 W 22d st, Lorain, Ohio, sec-trs.

Maine Cent R R—C E Merrill, Clifford st, S Portland, Me, ch....
H F Lutz, 6 Larkin st, Bangor, Me, sec-trs.

Manistee & Northeastern R R—Geo Sharp (L C 649), 276 8th st, Manistee, Mich, ch....
A Johnson, 364 5th st, Manistee, Mich, sec-trs.

Manistique & Lake Sup R R—S W Farley (L C 494), 204 Houghton av, Manistique, Mich, ch.

Maryland & Penna—E S Willis (L C 214), Delta, Pa, ch.

McKeesport Connecting R R—P H Curry (L C 568), 710 N Evans av, McKeesport, Pa, ch.

Mich Cent R R—D C Laughlin, 1 Jackson City Bank Bldg, Jackson, Mich, ch....
J G McLean, 40 Chestnut st, St Thomas, Ont, Can, sec-trs.

Monongahela Ry—W C Dillon (L C 650), 412 Front st, Brownsville, Pa, ch....
H O Enfield, Box 615, S Brownsville, Pa, sec-trs.

Montour R R—J Bonner (L C 378), Corapopolis, Pa, ch.

New Jersey & New York R R—C C Rickle (L C 543), Spring Valley, N Y, ch.

N Y C R R (Lines East)—H W Evans, 203-5 Union Bldg, Syracuse, N Y, ch....
A Campbell, 630 Bergen av, Bronx, New York, N Y, sec-trs.

N Y C R R (West of Buffalo)—J W Lott, 1805 Prairie st, Elkhart, Ind, ch....
L J Schmidt, 243 Burgard pl, Buffalo, N Y, sec-trs.

N Y C & The I H B R R (Illinois Division)—H H Hildinger (L C 685), 111 Sibbey st, Hammond, Ind., ch...J P Schriner, R F D 2, Kanokake, Ill, sec-trs.

N Y C & St L R R—J F Baughman, 1827 High st, Ft Wayne, Ind, ch...C E Brown, 1544 E 94th st, Chicago, Ill, sec-trs.

N Y, N H & H R R—J P Farrell, 87 Pliny st, Hartford, Conn, ch...F S Mahler, 3 Montvale st, Roslindale, Mass, sec...W M Taylor, 109 Rounds av, Providence, R I, trs.

N Y, Ont & W Ry—D Stewart, 193 Wickham av, Middletown, N Y, ch...E F Lang (L C 62), Jermyn, Pa, sec-trs.

N Y, Susque & W R R—F Jones (L C 543), 20 Thorne st, Jersey City, N J, ch...G G Spring, R F D 4, Stroudsburg, Pa, sec-trs.

Penn Co (Lines East)—H E Core, 225 S 15th st, Room 201, Philadelphia, Pa, ch...L R Stewart, Box 403, Pitsburg, Pa, sec-trs.

Penn Co (Lines West)—D D Miller, 367 Cartman Bldg, Ft Wayne, Ind, ch...H C Hartman (L C 9), 313 Johnson st, Columbus, Ohio, sec-trs.

Pere Marquette Ry—Wm Lash, 1216 Fitzhugh st, Saginaw, Mich, ch...H J McKenna (L C 265), 533 Union st, S E, Grand Rapids, Mich, sec-trs.

Phila & R Ry—Wm A Aughlnbaugh, 14 Kelso st, Paxtang, Pa, ch...B Wright (L C 655), 3414 N Ella st, Phila, Pa, sec-trs.

Alabama & Vicksburg Ry and Vicksburg, Shreveport & Pacific R R—J H Woodall, 612 Calypso st, Monroe, La, ch...S F Wood, 505 Hart st, Monroe, La, sec-trs.

Ala, Tennessee & Northern Ry—M A Hancock (L C 900), York, Ala, ch.

Atlanta, Birm & Atlantic Ry—W D Carlsie (L C 877), Terminal Hotel, Atlanta, Ga, ch...Ed Justice, 212 4th st, Manchester, Ga, sec-trs.

Atlanta Joint Terminals—F H Ginn (L C 247), 426 Flat Shoals av, Atlanta, Ga, ch.

Atl & West Point R R & W Ry of Ala—R L Lea (L C 864), 519 Jefferson st, Montgomery, Ala, ch.

Atl Coast Line R R—F C Wenk, Box 204, Rocky Mount, N C, ch...W S Brown (L C 322), 304 S Pearl st, Rocky Mount, N C, sec-trs.

Birmingham & Northwestern Ry—Will Pool (L C 760), Gen Dcl, Jackson, Tenn, ch.

Black Mountain Ry—Chas L Riddle (L C 763), Pensacola, N C, ch.

Carolina & Northwestern Ry—W G Hardin (L C 427), 149 Lacy st, Chester, S Car, ch.

Carolina, Clinchfield & Ohio Ry—G E Range (L C 763), Erwin, Tenn, ch.

Gen of Ga Ry—E K Cook, Goodwater, Ala, ch...J L West, 303 Cutters Green, Eat Macon, Ga, sec-trs.

C H & N Ry—W A Lyons (L C 80), Arcadia, Fla, ch.

Charleston & Western Carolina Ry—W B Scurlock (L C 882), 706 7th st, Augusta, Ga, ch.

C & O Ry—W E Stevens, Box 44, Charlottesville, Va, ch...J T Terrell, 3503 E Clay st, Richmond, Va, sec-trs.

Phila, B & N E R R—W Overholt (L C 815), 16½ Bradford st, Allentown, Pa, chairman.

Pgh & Lake Erie R R—C M Robison, 2665 Wilson av, Youngstown, Ohio, ch...O Smith, 2611½ Wilson av, E Youngstown, Ohio, sec-trs.

Pgh & Shawmut R R—C H Flint (L C 832), Box 75, S Pickering st, Brookville, Pa, ch...S P Marvin, Brockwayville, Pa, sec-trs.

Pgh, Shawmut & N R R—G J Kreckle (651), 643 Thresa st, St Marys, Pa, ch...S J Butsch, St Marys, Pa, sec-trs.

Pgh & W Va Ry—F E Dougherty (L C 541), Cor Kirkwood and Idlewood aves, Carnegie, Pa, ch.

Rivor Terminal Ry—C A Lampert (L C 10), 3239 W 90th st, Cleveland, O, ch.

Rutland R R—L A Hudson, 55 Baxter st, Rutland, Vt, ch...J W Small, 124 Convent av, Rutland, Vt, sec-trs.

St Clair Term R R—H B Keffer (L C 568), 112 Shaw av, Clairton, Pa, ch.

Sewell Valley R R—O L Dilley (L C 236), Rainville, W Va, ch.

S R & R L R R—D T Harnden (L C 4), Phillips, Me, ch.

S Buffalo Ry—F Columbus (L C 668), 30 Olcott av, Buffalo, N Y, ch...Chas Shaw, Box 236, Blaisdell, N Y, act sec-trs.

Staten Isl Rapid Transit Ry—A J Paul (L C 339), 257 Van Duzer st, Stapleton, S I, N Y, ch.

Susquehanna & N Y R R—C J Vanderpool (L C 379), R F D 4, Towanda, Pa, ch.

Tol & Ohio Cen Ry—B L Summers, 921 Butler st, Toledo, Ohio, ch...D Chance, (L C 110), 442 Woodlawn av, Bucyrus, Ohio, sec-trs.

Toledo, Peoria & Western Ry—R Amick (L C 48), 1009 Garden st, Peoria, Ill, ch.

Tol, St L & W R R—C L Eyre (L C 187), 213 4th st, Charleston, Ill, ch...A G Hutchison, 653 Wash. av, Frankfort, Ind, sec-trs.

Toledo Terminal R R—E C Heffner (L C 63), 1951 Gorril st, Toledo, Ohio, ch.

Ulster & Del R R—J W Kolts (L C 785), 56 Crane st, Wilkensburg, N Y, ch.

Union Frt R R—F W Chappelle (L C 57), 61 Bowdoin st, Medford, 55 Mass, ch.

Union R R Co—H I Penrod (711), 1236 Rebecca st, Wilkensburg, N Y, ch.

Washington Terminal Co—H B Bowersox (L C 7), 1424 F st, N E, Washington, D C, ch.

Western Maryland Ry—J A Boylen, Worthington, W Va, ch...R E Smith, Ridgley, W Va, sec-trs.

W & L E Ry—H Jones (L C 821), 3269 W 38th st, Cleveland, Ohio, ch...W Keirner (L C 823), 1802 Walnut st, Toledo, Ohio, sec-trs.

Danville & Western R R—J C Talley (L C 728), D & W Shops, Danville, Va, ch.

Georgia R R—E N Christian (L C 882), 637 Crawford av, Augusta, Ga, ch.

Georgia & Florida Ry—H C Jordan (L C 829), Douglas, Ga, ch...M T Hallows way, 902 Twigg st, Augusta, Ga, sec-trs.

Georgia, Florida & Alabama Ry—B L Cherry (L C 80), Bainbridge, Ga, ch.

Gulf, Florida & Alabama Ry—W R Martin (L C 346), 117 N B st, Pensacola, Fla, chairman.

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Grace Iler, 516 S Cowen st.....C
Anna Pierce, 411 Cowen st.....T

9 Faithful, Oskaloosa, Iowa.
Corra Soudea, 301 S "D" st.....P
Elsie M Hayes, 216 N C st.....S
Carrie Romoser, 1015 A av, W.....C
Frances J Hoyer, 318 N "C" st.....T

10 Helpmate, Elkhart, Ind.
Kathryn Godshalk, 241 Park av.....P
Edith McKee, 237 Park av.....S
Beulah Atwater, 352 La Salle st.....C
Inez Bandow, 930 Princeton st.....T

11 Wayne's Better Half, Detroit, Mich.
Frances Seitz, 6038 W Fort st.....P
Ella Johnson, 1600 Dragon av.....S
Freida Jackson, 2039 Clark av.....C
Estella Blaine, 716 Biddle av, Ford City, Mich.....T

12 Fidelity, New Franklin, Mo.
Nora Arnold.....P
Gertie Pigg, Box 193.....S

Mary Smothera.....C
Corra Murphy, Box 176.....T

13 Silver Star, Mokana, Mo.
Lillian Monhoney, Box 85.....P
Eddie Carruth.....S
Maggie Martin.....C
Anna Evans.....T

14 New Era, Centralia, Ill.
Corra Hancy, 600 S Cedar st.....P
Delphia Ramp, 426 S Popular st.....S
Eunice Kent, 115 N Hickory st.....C
Mary Woley, 214 S Walnut.....T

15 Forest Flower, Cleveland, Ohio.
Minnie Williams, 10616 Kimberley av.....P
Mabel Lash, 12910 Marston st.....S
Kate Lase, 469 E 143d st.....C
Isabelle Chenoweth, 3882 W 34th st.....T

16 Headlight, Boone, Iowa.
Lula Fisher, 1519 Seventh st.....P
Opal Anderson, 313 Linn st.....S
Pearl Parmenter, 1565 5th st.....C
Pansy Mummy, 410 Cedar st.....T

17 Wellington's Companion, Palmerston, Ont.
Minnie Ladd, Box 184.....P
Maud E. Taylor, Box 354.....S
Ruby Walton, Box 184.....C
Marion Haverson, Box 178.....T

18 Alma's Pride, Brockville, Ont.
Florence Fowler, 143 Park st.....P
Evelyn Taylor, 141 Park st.....S
Stella Watson, 64 George st.....C
Carolina Foam, 132 Ormand st.....T

19 Tidwater Sisters, Victoria, Va.
Elizabeth Bates.....P
Lillian L Stultz.....S
Gertrude Willard.....C
Lillian L Stultz.....T

20 Keystone Helpmate, Susquehanna, Pa.
Frances Boyce, Pine st.....P
Mattie Hogan, 509 Grand st.....S
Mary Smily, corner Second av.....C
Macia L Kosluskys, 608 Jackson av.....T

21 Evergreen, Longview, Texas.
Ollie Meredith, 804 S Green st.....P
Lucy Bortle, 701 Aggrill st.....S
Lulu Henderson, 401 Second st.....C
Susie Murphy, 400 S 2d st, P O Box 414.T

22 Scenic Route, Denver, Colo.
Lena S Minler, 163 W Dakota st.....P
Esther M Moon, 1433 Forest st.....S
Loretta Halpin, 243 Inca st.....C
Katie Carter, 1407 Fox st.....T

23 Friendship, Sunbury, Pa.
Verlin E Smith, 302 S Thrd and Walnut sts.....P
Mary Landaw, 1002 R R av.....S

Carrie Schoffstall, 418 S 2d st.....C
Emma McMulle, 161 Walnut st.....T

24 Pride of Dricans, New Orleans, La.
Alberta Dwellie, 1128 S Franklin st.....P
Mary Ligon, 114 S Claiborn.....S
Elizabeth Shuh, 2701 Melpomene st.....C
Mary Miller, 2114 Magnolia st.....T

25 Danville, Danville, Ill.
Edith Parker, 125 Oregon st.....P
Bessie Rice, 101 Nicklas st.....S
Marie Baldwin, 210 Indiana av.....C
Ada Shanks, 204 Nicholas st.....T

26 Progress, Carbondale, Pa.
Mary Downing, 15 Grove.....P
Elizabeth Cogslins, 31 River st.....S
Harriet Brown, 9 Archbold st.....C
Helen Morgan, East Side Park.....T

27 San Miguel, E Las Vegas, N M.
May Agnes Thornburg, 932 Tilden av.....P
Hassel Swagerly, 219 Grand av.....S
Louise Menert, 631 Railroad av.....C
Sarah McGulre, 9 Grand av.....T

28 Badger, Milwaukee, Wis.
Libbie Metcher, 581 Grove st.....P
Corra Richter, 905 1/2 30th st.....S
Ernestine Wiechut, 788 Bartlett st.....C
Nina Rick, 182 Mason st.....T

29 Golden Rod, Topeka, Kas.
Grace Keiser, 1412 W 8th st.....P
Selma Balrd, 318 Branner av.....S
Rebn Laird, 312 Branner st.....C
Margaret Bostie, 1625 Western av.....T

30 Calumet, Douglas, Ariz.
Nona Beckstead, 1060 8th st.....P
Minnie B Klingensmith, 750 11th st.....S
Addie McGuire, 7th st.....C
Rosa Jones, 918 14th st.....T

31 New Century, Thlsf River Falls, Minn.
Thora Nelson, 903 Knight av, N.....P
Mae Stenberg, 524 La Bree, N.....S
Esther Frietoy, 301 Markley av S.....C
Alexandria Campbell, 513 Horae av N.....T

32 Three Star, Kansas City, Mo.
Josie Fifer, 3534 Flora av.....P
Katherine Brown, 229 N 15th st, Kansas City, Kas.....S
Elsie Tieaman, 3825 Hudson st.....C
Bessie Tooley, 1230 E 21st st.....T

33 Heartease, Paducah, Ky.
Anna Jones, 617 S 11th st.....P
Laura Tinsley, 1247 Trimble st.....S
Geneva Bowland, 704 Kentucky av.....C
Ethel Jones, 616 Madison st.....S

34 Marechal-Neil, Pine Bluff, Ark.
Maud Ratliff, 2008 E 7th av.....P
Lola Upchurch, 1213 E 8th st.....S
Mary Kilmer, 1906 E 8th av.....C
Maud Ratliff, 2008 E 7th st.....T

35 Lone Star, Tyler, Texas.
Ethel McDonald, 128 S Beverly st. P
Minnie Herrin, 227 Gold st. S
Mattie Herrin, 1223 N Bois d' Arc av. C
Clara Hutchison, 750 N Spring av. T

36 Autumn Leaf, Sayre, Pa.
Zena Buck, 602 S Elm av. P
Alice Westbrook, 104 Center st. S
Dora Holcomb, 307 N Elmer st. C
Bessie Yale, Stedman st. T

37 Charity's Helpmate, St Thomas, Ont.
Clara Edwards, 75 Fifth st. P
Pearl Beer, 62½ Manitoaba st. S
Mabel Humphreys, 26 Hughes st. C
Margaret Campbell, 73 Balclacra st. T

38 Hyaclnth, Fort Wayne, Ind.
Etta McCormick P
Clara E Koch, 2802 Lillie st. S
Ada Woodard, 1147 Hauna st. C
Flossie Welch, 1143 Hugh st. T

39 Chrysanthemum, Slater, Mo.
Margaret Welton, 2807 E Ninth st. P
May Thomas S
Annie McAmis C
Edith M Means, 728 Elm st. T

40 Eclipse Favorite, Marlon, Ohio.
Pearl McCoy, 396 Olney st. P
Alma Eddy, 295 Pies av. S
Viola Kelly, 136 Canby Court. C
Florence Durnell, 481 Blhine av. T

41 Pride of 448, South Cumberland, Md.
Annie M Beliz, 5 Lena av. P
Grace Spring, 19 Virginia av. S
Anna Brady, 128 Virginia av. S
Josephine McFarland, 84 Fort Hill av.
Keyzer, W Va. T

42 Success, Conneaut, Ohio.
Pearl Gilbert, 279 Chestnut st. P
Emma Williams, 288 Mill st. S
Hazel George, State st. C
Sarah Carnegie, 295 Buffalo st. T

43 Utopia, Houston, Texas.
Daisy Otis, 401 James st. P
Mrs Janie Barr, Brazos Hotel. S
Pearl Greenstein, 1518 Noble st. C
Catherine Latham, 1709 Terry st. T

44 Supsior, Lorain, Ohio.
Anna Kelster, 2607 Apple av. P
Odella Metz, 115 W 26th st. S
Emma Aubiel, 3358 Livingston av. C
Fern Colbert, 1756 E 32d st. T

45 Oleander, Galveston, Texas.
Jennie Lee, 2015 37th st. P
Marie Gillane, 3702 Avenue N. T
Leonide Mellen, 3820 Avenue R ½. C
Marie Gillane, 3702 Avenue N. S

46 True Trial, Smithwills, Texas.
Matilda Stifkins P
Annie Sawyer S
May Ferquar C
Ella Haymie, Box 285. T

47 Prids of Parsons, Parsons, Kas.
Zwetta Tower, 2500 Grand av. P
Nellie Wright, 1731 Kennedy av. S
Elda Goodrich, 100 N 30th st. C
Maude Wright, 2331 Main st. T

48 Hslpmats 634, Brookfield, Mo.
Jennie Cook, 416 E Sdgdwick st. P
Pearl Gordon, 628 S Main. S
Flora Stewart, 210 Hunt st. C
Ethel Clark, 112 S Pearl st. T

49 Prids of 72, Camden, N. J.
Bessie E Lawlor, 925 N 6th st. P
Carrie Perkinpine, 373 Division st. S
Alice Indling, 775 Wright st. C
Kathryn Troy, P O Box 58, Semell, N

50 Royal Prids, Shrsveport, La.
Beatrice Lindsay, 2631 Lillian st. P
Anna E Mitchell, 1726 Laurel st. S
Beatrice Lindsay, 2631 Lillian st. C
Stella Mays, Cedar Grove, La. T

51 Grayson, Denison, Texas.
Nannie B Duncan, 911 W Woodard. P
Josie M Scoggin, 718 W Monterey st. S
Lovie Blackburn, 630 W Morgan. C
Ida Gingles, 1001 W Morgan st. T

52 Rocky Mountain, Rawlins, Wyo.
Lula Buling, 7th and Buffalo sts. P
Edna Brown, 317 Cedar st. S
Edna Treatham, 804 Pine st. C
Cornelia Moyer, 214 Ninth st. T

53 Floradora, Trinidad, Colo.
Sarah Gartside, 117 S Gordon av. P
Leta Jones, 208 Convent st. S
Elsa C Silvers, 607 E 5th st. C
Kathryn Williams, 115 S Gordon av. T

54 Leap Year, Clinton, Iowa.
Carrie McCormack, 543 7th av. P
Irene Carroll, 226 Peck av. S
Audrey Barhite C
Grace Road, 653 11th av. T

55 Mizpah, Ashtabula, Ohio.
Nora McGough, 55 Jefferson rd. P
Sylvia Bennett, 27 Bell st. S
Thille Gano, 42 Adams st. C
Anna Berg, 518 Main st. T

56 Flower of Cactus, Tucson, Ariz.
Chloe Cron, 801 E 8th st. P
Elsie Stickler, 421 N Euclid av. S
Elsie Stickler, 421 N Euclid av. C
Lella Morries, 219 N First av. T

57 Minnshaha, St Paul, Minn.
Lucy Behm, 253 Sherburn av. P
Lillie Jordan, 120 Granite st. S
Mina Augusta Flood, 16 E Sycamore st. C
Lucy Behm, 253 Sherburn. T

58 Sisters of 99, Rochester, N. Y.
Belle Perkins, 85 Anderson av. P
Mayme Tanghe, 519 Garson av. S
Anna Kuebler, 244 N Union st. C
Anna Suhr, 1485 Clifford av. T

59 Easter Lily, Pt Jervis, N. Y.
Anna B Van Inwegen, 70 Orange st. P
Emma C Reed, 20 Maiden Lane. S
Ida Rundle, Ball st. C
Eleanor Westbrook, E Main st. T

60 Prids of 174, Harrisburg, Pa.
Janet Smith, 813 S 11th st. P
Fannie E Balle, E 10th No. 4. S
Clara Kuhn, 208 N Fifth st. C
Carrie Spangler, 549 Curtin st. T

61 Chesapeake, Hinton, W Va.
Corra V Nicely, 914 Temple st. P
Nell Bivins, 214 11th st. S
Ella Sales, 322 Balenge st. C
Edna Foster, 821 Temple st. T

62 Winola, Elmira, N. Y.
Daisy B Sampbell, 382 Norton st. P
Anna Ladd, 365 Norton st. S
Clara Stalker, 375 E Center st. C
Anna Ide, 1127 Lake st. T

63 Connaught, London, Ont.
Gertrude Cave, 850 Lovatt st. P
Loris Russell, 717 Central av. S
Minnie Milken, 857 Princess st. C
Hattie Willis, 453 Dorinda st. T

64 Columbine, Denver, Colo.
Florence N Balser, 3327 Vine st. P
Louise Snell, 3349 Williams st. S
Grace Rogers, 2843 W 35th av. C
Marquette Castetter, Box 778, Edge-
water, Colo. T

65 Whits Carnation, Nevada, Mo.
Edith Hazelgrove, 203 S Lynn st. P
Mabel M Fraise, 319 S Lynn st. S
Mae A Grimes, 304 S W. C
Myrtle Wiseman, 201 S Oak st. T

66 Nonpareil, Hammond, Ind.
Esther Williams, 475 Sibley st. P
Edna Dorton, 773 Claude st. S
Anna Morgan, 560 Oakley av. C
Florence Woodall, 692 State Line st. T

67 Anchor, Ft William, Ont.
Edith Meekren, 533 P A blvd. P
Lucy Kennedy, 20 Bethune st. S
Sidney Kennedy, 235 Finlayson st. C
Lily Stark, 535 Prince Arthur blvd. T

68 Triple Link, Sault Sts Marie, Ont.
Nettie Miller, 314 Queen st. P
Miss Katherine Dooner, 210 St James st. S
Miss Olive Sobel, 129 Salisbury. C
Mabel Roskelly, 78 Albert st S E. T

69 Triple City, South Easton, Pa.
Annie Hoffman, 947 Berwick st. P
Sarah Keck, 1089 Berwick st. S
Catherine Dagon, 1060 Berwick st. C
Pauline Raub, 848 Milton av. T

70 Holly, Buffalo, N. Y.
Ida Cummings, 184 Hughes av. P
Agnes Driscoll, 30 Inwood pl. S
Elsie Johnson, 142 Goulding av. C
Nettie Dean, 88 Edgewood av. T

71 Thanksgiving, St. Louis, Mo.
Elda Nirk, 2359 S 12th st. P
Mollie Moon, 2258A Accomac st. S
Estella Speck, 2705 S 13th st. C
Elda Nirk, 2359 S 12th st. T

72 Ontario, Norwich, N. Y.
Ella Rowe, 137 E Main st. P
Miss Anna Fstry, 9 Grove av. S
Sara Scanlon, Mitchell st. C
Rena Karlson, 50 Shelton st. T

73 Equality, Alton, Ill.
Mary Thomas, 2317 Sanford av. P
Mary Thomas, 2317 Sanford av. S
Daisy Vasser, 2204 Washington st. C
Lillian Hayes, 321 Vine st. T

74 Carnation, Eagle Grove, Iowa.
Mae M Watson, 123 N Western av. P
May Johnson, 309 Park av. S
Grace Pench, 10½ W Broadway st. C
Mary Martin, 208 S Commercial av. T

75 Addison, Toledo, Ohio.
Emma Westphal, 1880 Western av. P
Loretta Simons, 546 Brighton av, c/o
G. L. Niles. S
Mable Thompson, 1443 Walbridge st. C
Mary E Starkey, 348 Western av. T

76 Willing Helpers, Louisville, Ky.
Florence Williams, 2213 Kentucky st. P
Rose T Slaby, No 2 Keller Court. S
Lottie Miles, 2008 W Jefferson st. C
Rose Slaby, 2 Keller Court. T

77 Prldo of 405, Psru, Ind.
Bertha M Harris, 181 W 7th st. P
Ruth Hester, 267 W Sixth st. S
Blanche Bouchard, 333 W Third st. C
Allie Morresey, 265 W 8th st. T

78 New Endeavor, Raton, N. M.
Margaret Cunningham, 220 Parsons av. P
Mathilda Meredith, 801 S Second st. S
Jeanne Miller, 549 N Fourth st. C
Agatha Shirk, 312 N Fifth st. T

79 Loraine, Murphysboro, Ill.
Minnie Collins, 1528 Edith st. P
Etta Balm, 2023 Logan st. S
Victoria Fraley, 2112 Logan st. C
Lucy Mackey, 2116 Logan st. T

80 Primross, Little Rock, Ark.
Emma Toller, 1516 Marshall st. P
Esma Curtis, 914 W Capitol st. S
May Billingsly, 1305 North st. C
Esma Curtis, 914 W Capitol st. T

81 E Pluribus Unum, Logansport, Ind.
Letha Sullivan, 407 De Witt st. P
Elizabeth Hizzard, 1326 College st. S
Anna Flanrin, 204 W Miami av. C
Blanche McMillin, 1309 N Third st. T

82 Pansy, Jackson, Tenn.
Myrtle D Dodds, 805 Fairground st. P
Dora G Joiner, 123 E Grand av. S
Lillian E Bennett, 253 Morgan st. C
Dora G Joiner, 123 E Grand av. T

83 Autumn, Oneonta, N. Y.
Mima Prindle, 57 Main st. P
Grace Bennett, 218 Chestnut st. S
Iva Stevenson, 57 Main st. C
Mima Prindle, 57 Main st. T

84 Eloysia, Chicago, Ill.
Ethel Shearer, 622 Harper av. P
Catherine Richardson, 2015 E 77th st. S
Nettie Conway, 9250 Harper av. C
Hazel E Hanson, 6006 Prairie av. T

85 Triangle, Allentown, Pa.
Wertha Mumbower, 1117 S 10th st. P
Corra E Fogleman, 1027 Allen st. C
Rachel E Trine, 624 Washington st. C
Sallie Evans, 106 Third st, Hokenau-
qua, Pa. S

86 Jewel of 86, Laramie, Wyo.
Corra Harris, 809 S Seventh st. P
Mabel Davis, 410 S 7th st. S
Pearl Pluenge, 465 W Fifth st. C
Lulu B Rousch, 617 S 11th st. T

87 Waupakisco, Battle Creek, Mich.
Margaret Fisher, 41 Kelly st. P
Amy L Fletcher, 33 James st. S
Amy L Fletcher, 33 James st. C
Hortense White, 97 Marshall st. T

88 Pottawatomie, Osawatomis, Kas.
Hazel Piggett, 12th and Brown av. P
Jessie Irwin, 1137 N Brown av. S
Josie West, 11th and Walnut st. C
Mary Maher, 832 Chestnut st. T

89 Victor, Salt Lake City, Utah.
Martha Millon, 145 N Fifth st W. P
Edna Hamilton, 990 Washington st. S
Cecelia Cavanaugh, 548 N 2d st. C
Pearl Clausen, 861 2d South st. T

90 Riverside, Kansas City, Kas.
Nellis Lynn, 431 N Denver av, Kansas
City, Mo. P
Hattie Childers, 1021 Ella av. S
Carrie Harris, 4418 Windsor st. C
Henrietta Morris, 218 N Elmwood,
Kansas City, Mo. T

- 91 Mountain City, Altoona, Pa.
Mertie Clark, 1315 Sixth av.....P
Mary Risho, 329 3d av.....S
Miss Luella Trout, 1304 5th av.....C
Mary Powell, 1210 16th st.....T
- 92 Banner, West Superior, Wis.
Hannah Nelson, 1702 N 24th st.....P
Miss Florence Lindberg, 1813 11th st..S
Blanche Whitefish, 1414 Tower av.....C
Lucy Solberg, 1808 17th et.....T
- 93 Auburn, Chicago, Ill.
Clara Sullivan, 725 W 60th st pl.....P
Marie Wilke, 8806 Moran st.....S
Anna Miller, 7822 Green et.....C
Anna De Persia, 8129 Vincennes rd.....T
- 94 Valley City, Stockton, Cal.
Myrtle A Van Pelt, R2, Box 353.....P
Alice Woodruff, R3, Box 19F.....S
Ethel Comfort, 1832 E Poplar st.....C
Annalee Hinds, 437 Sonora st.....T
- 95 Liberty, McDonoughville, La.
Emma Meyers, Box 95.....P
Miss Louise Burlett, Box 95.....S
Eudie Haas, Box 59.....C
Veronica Kass, Box 95.....T
- 96 Waukonsa, Ft Dodge, Iowa.
Nina Dushak, 207 S 15th st.....P
Eva Mae Kile, 839 S 16th st.....S
Elva Comper, 912 S 17th st.....C
Goldie Whitman, 1010 S 15th st.....T
- 97 Capital City, Springfield, Ill.
Barbara Nehergall, 529 W Reynolds....P
Margaret Tefft, 524 N Fourth st.....S
Bertha Niesen, 216 W Lawrence et.....C
Milly Stubfield, 1123 N 8th st.....T
- 98 Orange Blossom, Los Angeles, Cal.
Brownie M Humphries, 2019 1/2 N Broad-
way.....P
Bertha Champlin, 2832 Idell et.....S
Doris Hamilton, 143 N Av 21.....C
Ida M Piper, 621 N Union av.....T
- 99 Diamond Hempstead, Champaign, Ill.
Rose Pratt, 1305 N Hickory st.....P
Lena Comstock, 403 W Beardsley av.....S
Olga Iermes, 607 N Neil st.....C
Mattie Maxwell, 27 E Healy st.....T
- 100 Southland, Dallas, Texas.
Rose E Johnson, 5409 Columbia.....P
Marjorie E Douglas, 3022 Lake av.....S
Dollie E Douglas, 3022 Lake av.....C
Clara E Moorman, R R B, Box 198.....T
- 101 Golden Link, Corning, N Y.
Emma Warner, 41 E Pulteney st.....P
Ruth Cook, 245 E Pulteney st.....S
Rose Cavanaugh, 315 William st.....C
Elizabeth Karslake, 244 Bridge et.....T
- 102 Mississippi Valley, Ft Madison, Iowa.
Anna E Ferris, 2836 California st.....P
Leona Low, 1335 4th st.....S
Anna Niggenemier, 1631 Front st.....C
Clara Mikis, 1810 Second st.....T
- 103 Co Ed, Galesburg, Ill.
Lucy Hansen, 617 E South st.....P
Clara Sharpe, 586 W Brooks st.....S
Sadie Morrison, 248 W Brooks st.....C
Mary Larson, 115 Blaine av.....T
- 104 Mistictee, Heavener, Okla.
Jesse Maxwell.....P
Edith Monroe.....S
Eva Hutchison Simmons.....C
Florence Peden.....T
- 105 Montana's First, Missoula, Mont.
Lulu Wilkerson, 808 Elm st.....P
Belle McFredericks, 500 E Front st.....S
Elizabeth Hoffman, 1436 Cooper st.....C
Emma Pepper, 427 E Front st.....T
- 106 Cheyenne Lake, Hoisington, Kas.
Elsie Stevens, 463 W 5th st.....P
Mac Dryden, 193 Center st.....S
Jessie Wooden, 316 Second st.....C
May McDonald, Box 53, 454 W Broad-
way st.....T
- 107 Pride of Alabama, Birmingham, Ala.
Florence McGowan, 1311 N 19th st.....P
Myrtle Edwards, 602 1/2 N 23d st.....S
Minnie Ward, 1331 N 14th st.....C
Myrtle Edwards, 603 1/2 N 23d st.....T
- 108 Katonah, Union Hill, N J.
Lillian B Phillips, Box 88, Northvale,
N J.....P
Julia M McKiernan, 17 Division st.....S
Haverstraw, N Y.....C
Margaret Conover, 405 Park av, Wee-
hawken, N J.....C
Lillian Phillips, Box 88, Northvale, N
J.....T
- 109 Snowflake, Syracuse, N Y.
Alice Bowe, 709 Teall av.....P
- Edith McNeil, 227 Fine View pl.....S
Grace White, 313 Toga et.....C
Mabel Biggers, 103 Eureka st.....T
- 110 Pueblo, Pueblo, Colo.
Gertrude Webster, 821 W 14th et.....P
Ruby Wells, 1504 Claremont.....S
Ruby Kibloaky, 1710 E 9th st.....S
Ethel Whittle, 409 W 27th st.....T
- 112 Eureka, W Philadelphia, Pa.
Lizzie C Mack, 4307 Brown st.....P
Miss Margaret Hemphill, 269 Rosemont
av, Drexel Hill, Pa.....S
Eliza Hemphill, 269 Rosemont av,
Drexel Hill, Pa.....C
Lydia M E Hollowell, 1516 N Frazier
st.....T
- 113 Fort Orange, Albany, N Y.
Elizabeth Truax, 42 Menands rd, Me-
nands, N Y.....P
Grace Danberry, 304 Sherman st.....S
Esther E Ehlers, 275 Elm st.....C
Mary Chesebro, 56 N Allen st.....T
- 114 Pride of the Plains, Slaton, Texas
Cleo Preston.....P
Maude K Cannon.....S
Gertrude B Gale.....C
Dollie Conklin.....T
- 115 Pride of the Desert, Needles, Cal.
Edna M Kisthard.....P
Grace M Reynolds, Box 284.....S
Mary L Brown, 418 "A" st.....C
Beatrice Carty, 219 Cibola st.....T
- 116 Pride of 214, Baltimore, Md.
Bertie V Crouse, 2417 Guilford av.....P
Oliver M Brinsfield, 1810 Barclay st.....S
Bertie V Crouse, 2417 Guilford av.....C
Margaret E Harrod, 2419 Maryland av..T
- 117 Silver State, Sparks, Nev.
Onida M Hewitt.....P
Artie E Vanderhof, 531 8th st, Box 6..S
Lena Theusen, 1040 Co Road.....C
Susan Peterson, Box 599, 1309 B st.....T
- 118 Rensselaer City, Rensselaer, N Y.
Mary Lavery, 1128 3d st.....P
Mae C Miller, 25 John et.....S
Josephine Hughes, 1128 3d st.....C
Blanche Dittmer, 651 2d st, Albany, N
Y.....T
- 119 Bon Aml, Houston, Texas.
Libbia Clink, 131 Harvard st.....P
Elizabeth M Huse, 1520 West Capitol..S
Florence Jordan, 1204 Wrightwood av..C
Kate Hulsey, 1216 Wrightwood av.....T
- 120 Terre Haute, Terre Haute, Ind.
Anna Coleman, 334 S 17th st.....P
Freda Payne, 1130 S 20th st.....S
Cora Conn, 606 N 14th st.....C
Mabel Kintz, 2110 Second av.....T
- 121 Camellia, Indianapolis, Ind.
Mayme Kistner, 406 Iowa st.....P
Mabel Conney, 406 Iowa st.....S
Zealye Ulterback, 516 N Beville av.....C
Minnie Ulrich, 1839 W Wash st.....T
- 122 Columbia, Vancouver, Wash.
Jessie Raab, 400 W 21st st.....P
Nellie Steude, 2311 Grant st.....S
Bertha Steinhoff, 3909 Washington st..C
Clara R Cooper, 200 W 31st st.....T
- 123 Pride of 310, Derry, Pa.
Corra A Kerr, 316 Broad et.....P
Frances Cullen, 108 S Chestnut et.....S
Mary Hicks, 612 Railroad.....C
Matilda Rupert, 213 E st.....T
- 124 Raymond A Wilson, Pittston, Pa.
Mary Wall, Garden st, Brownstown,
Pittston, Pa.....P
Margaret Loftus, 11 Front st.....S
Miss Mary McCarthy, 6 Depew st.....C
Anna Plannery, 105 Church st.....T
- 125 Charity, Jackson, Mich.
Ephra Southard, 1505 Ten Eyck st.....P
Mariel Stone, 324 W Morrell st.....S
Mabel Crippen, 1710 E Granson st.....C
Clara Perrine, 506 S Mechanic st.....T
- 126 Guiding Star, Staples, Minn.
Lilah Hall, Box 89.....P
Clara Lucien.....S
Alys Arnold.....C
Lydia Avery.....T
- 127 George H Nettleton, Ft Scott, Kas.
Viola B Huff, 223 S Broadway st.....P
Dora Russell, 124 Little st.....S
Ollie Fletcher, 1134 E Vall st.....C
Bessie Mayberry, 501 S Broadway st..T
- 128 Pride of 23, North Platte, Neb.
Bertha Cole, 621 W B st.....P
Lena Mills, 7 S Maple st.....S
Celia Groves, 120 W 9th st.....C
Hazel Gideon, 1321 W Fifth et.....T
- 129 Benevolence, Jersey City, N J.
Ethel Rice, 278 Hawthorne av, Yonk-
ers, N Y.....P
Agnes Sweeney, 255 Eighth et.....S
Ethel Rice, 278 Hawthorne av.....C
Katie B Coots, 14 Tonnelle et.....T
- 130 Harmony, Bucyrus, Ohio.
Martha Bennett, E Warren st.....P
Hattie Melchor, 932 Harris av.....S
Lena Fuller, 407 Lincolnway st.....C
Edith Coutts, 619 S Sandusky av.....T
- 131 Granite State, Concord, N H.
Delma M Cross, 42 Hall st.....P
Mertie Flanders, 18 Vine st, Tilton,
N H.....S
Delena M Cross, 42 Hale st.....C
Helen A Jenness, Joe English rd, New
Boston, N H.....T
- 132 Pride of Ensign, McComb, Miss.
Hettie Kendall, 338 Missouri av.....P
Mary Givens, 114 N Broadway st.....S
Hettie Kendall, 338 Missouri.....C
Mary Givens, 114 N Broadway st.....T
- 133 New Franklin, El Paso, Texas.
Corra Gillispie, 1309 Boulevard.....P
Amy Cound, 1113 N Vrain st.....S
Sadie Fish, 3410 Bisbe.....C
Mary E Spaulding, 1026 Myrtle av.....T
- 134 Star of Honor, Moberly, Mo.
Louisa Koch, 438 E Rollins.....P
Florence Eichelberger, 312 W Burkhardt
av.....S
Eveline Walker, 913 Myra st.....C
Lulu Headbrink, 311 N Johnson st.....T
- 135 Emerald, Roseville, Cal.
Elizabeth M Bell, 134 Placer av.....P
Hilda G Edwards, 204 Sutter av.....S
Edna A Gregory, S Lincoln st.....C
Eva Hansen, 129 Nevada st.....T
- 136 Chicago, Chicago, Ill.
Minta McClosky, 1023 N Kedvale av....P
Emily J Brandel, 1339 S Koln av.....S
Mary A Dixon, 1026 N Richmond st..C
Ida Roderick, 4854 W Superior st.....T
- 137 Indianapolis, Indianapolis, Ind.
Bessie Wood, 1920 E Washington st....P
Hallie Smith, 531 E 15th st.....S
Ruby Homaire, 85 N Addison st.....C
Ruth Johnson, 3531 Carden av.....T
- 138 Coke Queen, Connellsville, Pa.
Amy E Watson, 1015 Screamor st.....P
Edith Duntion, 15 Stahl square.....S
Margaret Shipley, Trump av.....C
Minnie Lendon, 1220 Chestnut st.....T
- 139 Star of Bradford, Bradford, Pa.
Ellen Comstock, 10 Howard st.....P
Ella F Riley, 12 S Bennett st.....S
Nora Myser, 18 East av.....C
Harriette Burgett, 8 Kane st.....T
- 140 Silver Leaf, Wilkes-Barre, Pa.
Katie Burritt, 323 Scott st.....P
Anna V Williams, 79 Kidder st.....S
Elizabeth Roth, 198 Kidder st.....C
Mary A Williams, 162 Wyouning st.....T
- 141 Connecting Link, Pittsburg, Kas.
Troy Schick, 303 1/2 E Ninth st.....P
Bird Reed, 1603 N Elm st.....S
Minnie Dooley, 412 E Eighth st.....C
Bird H Reed, 1603 N Elm et.....T
- 142 Empire, Buffalo, N Y.
Elizabeth McClary, 26 Kamper av.....P
Josephine Abell, 343 Bristol st.....S
Mary Cardner, 50 Lester st.....C
Bessie Anderson, 104 E Ferry st.....T
- 143 Sisters of Bartholdi, Richmond Hill,
N Y.
Margaret D Costella, Brandon av and
112th st.....P
Mae Fishwanger, 4511 95th st.....S
Rose Burke, 1012 Lefters av.....C
Marie Hansen, 3718 Fulton st.....T
- 144 Jasmine, Yoakum, Texas.
Minnie Kirk, 221 Simpson st.....P
Aura Cirm, 407 W Gonjais st.....S
Bernice Tribble, 120 Tribble av.....C
Florence Kirsch, 114 Johnson st.....T
- 145 Rosewood, El Dorado, Ark.
Lulu Wallace, Box 146, Jackson av....P
Nora Tomlinson, 518 Spring st.....S
Nora Tomlinson, 518 Spring st.....C
Lulu Wallace, Box 146, Jackson av.....T
- 146 Virginia, Chicago, Ill.
Alice Burge, 6412 Mozart st.....P
Gertrude Bindow, 1470 W 73d st.....S
Maude Coppens, 6219 Greenwood av..C
Julia Morrin, 7019 Morgan st.....T

- 147 Blue Bonnet, San Antonio, Texas.
Vera M. Clinkscale, 907 Burleson st. P
Jewel Crawley, 1124 N Pine st. S
Annie Aylmer, 927 Hays st. S
Isadore Puckett, 1009 Nolan st. T
- 148 Pride of the Denver, Wichita Falls, Texas.
Mattie Wright, 212 Travis av. P
Percy Powell, 1008 Third st. P
S Nannie Dowle, 101 12th st. S
Bessie Wiest, 1413 Seventh st. T
- 149 Agate, Two Harbors, Minn.
Lillian Wilkinson, 627 9th av. P
Tennie Tennant, 615 3d av. S
Jennie Waxlox, 425 5th av. C
Catherine Newell, 308 2d av. T
- 150 Glacier, Whitefish, Mont.
Elizabeth Kutzman. P
Audrey Humphrey. S
Hazel Stanton. C
Anna Zieckrick. T
- 151 Missouri, St. Louis, Mo.
Estelle Buch, 3223 Vincent av. P
Ella Dearing, 27544 Armand pl. S
Hannah Gills, 27544 Armand pl. C
Emma Hervers, 2002 Oregon av. T
- 152 Perseverance, Jamestown, N. D.
Bertha Tardoff, 505 Third Ave N. P
Louise Jones, Box 305. S
Louise M. Jones, Box 305. C
Minnie Smith, Box 694, Knauf Flat. T
- 153 Beaver, Schreiber, Ont.
Elizabeth Firman. P
Lily Wilson. S
Emma Turner. C
Martha Carley. T
- 154 Memphremagog Sisters, Newport, Vt.
Florence Creaser, North av. P
Mae Stephens, Indian Point. S
Lena Carter, Mt Vernon. C
Nellie Bacon, Mt Vernon, Newport, Vt. T
- 155 Pride of the East, Somerville, Mass.
Isabel Reynolds, 14 Maynard st, Medford, Mass. P
Edith Bolton, 2 Westley st. S
Elizabeth Greaves, 16 Everett av. C
Annette Shirley, 7 George st, E Somerville, Mass. T
- 156 North Star, Bay City, Mich.
Mary E Martin, 804 N Erie av. P
Kate M Egeyer, 710 N Erie av. S
Emma L Visman, Sleep Dale Farm, Bay City, Mich. C
Ruby Towns, 1012 N Birney st. T
- 157 Canadian Beauty, Ottawa, Ont.
Mildred Ashfield, 132 Cambridge st. P
Mabel Gibson, 71 Ilarvey st. S
Edith Mason, 106 Sherbrook st. C
Sophia Allan, 250 Cooper st, Apt 2. T
- 158 Castle Rest, Clinton, Ill.
Lizzie Miller, 402 E Main st. P
Minnie Allwood, 609 E Johnson st. S
Minnie Allwood, 609 E Johnson st. C
Lorena Oglesby, 402 E Main st. T
- 159 Iowa, Centerville, Iowa.
Jessie Cambron, S 16th st. P
Lillie Adams, 618 S 17th st. S
Carrie Farnsworth, 11 S 19th st. C
Lillie Adams, 618 S 17th st. T
- 160 Neversink, Reading, Pa.
Susan Leshner, 1153 Perry st. P
Florence M Rhoades, 1318 12th st. S
Susan Leshner, 1153 Perry st. C
Annie Leininger, 1041a N 10th st. T
- 161 Maple Leaf, Toronto Junction, Ont.
Lena Griffith, 578 Rummynede rd. P
Ethel A Bishop, 418 Quebec av, West Toronto, Ont, Can. S
Margaret Brown, 17 Barber av. C
Miss Anna Smith, 277 Evelyn st. T
- 162 Enterprise, Algiers, La.
Miss Mayme Vaughan, 229 Bermuda st. P
Rosetta Palsant, 1929 Poydras st, New Orleans, La. S
Lillie Manton, 502 Pelousas av. C
Marguerite Suchand, 401 Pacific av. T
- 163 World's Fair, East St. Louis, Ill.
Lulu B Barker, 1628a St. Clair av. P
Helen Baker, 1402 Illinois av. S
Mary Markert, 244 N 7th st. C
Mayme Reichardt, 1017 Trendley av. T
- 164 Sun Burst, Great Falls, Mont.
Anna Root. P
Marjorie Gombert, 710 2d av, S W. S
Ruth Mutz. C
Sarah Hogeboom, 717 1st av, S W. T
- 165 Trenton, Trenton, Mo.
Laura Palmer, 1507 Mable st. P
- Mabel Wagster, 413 E 17th st. S
Anna Evans, 1106 S Main st. C
Alta Herling, 408 E 12th st. T
- 166 Loyal, Minneapolis, Minn.
Josephine Sweet, 2093 Reblay av, Merriam Park, St. Paul. P
Florence Corbett, 2523 Grand st, N E. S
Mary E Comstock, 3742 Polk st, N E. C
Irene Jones, 2847 Hays st, N E. T
- 167 Golden Rod, Jefferson City, Mo.
Lilly Elliott, 306 Hawanna st. P
Collette Tremaine, 126 W Miller st. S
Hattie Rich, 220 Brooks st. C
Bertha Sanford, 622 School st. T
- 168 Snowy Range, Livingston, Mont.
Mollie Kline, 2111 Argyle st, Butte, Mont. P
Iva Shaddon, 323 W Park st. S
Hazel Goodson, 112 S "D" st. C
Iva Shaddon, 323 W Park st. T
- 169 Princeton, Princeton, Ind.
Bertha Cochran, 913 S Gibbons. P
Willie Metzger, 933 Stormont av. S
Minnie Krug, 1107 S Race st. C
Minnie Miller, 328 S Race st. T
- 170 Blue Mountain, Hagerstown, Md.
M Bertha Stone, 50 W Side av. P
Muriel L Calhoun, 193 Franklin st. S
Maude A McCoy, 70 West Side av. C
Leona Wiley, 457 W Wash st, Knealsy Apts. T
- 171 Golden Jubilee, Austin, Minn.
Rose Campbell, 1103 Dobbins. P
Pearl Berg, 405 Ash st. S
Minnie Bertelson, 1007 Collins st. C
Jessie Hessler, 1001 Bridge st. T
- 172 Neosho, Council Grove, Kas.
Ellen Steck, 16 S Third st. P
Milla Baker, 307 Park av. S
Mary Holthouse, 20 S 9th st. C
Milla Baker, 307 Park av. T
- 173 Pride of B Line, Bellefontaine, Ohio.
Ada Marquis, 228 Oakland sq. P
Frances Irene Bishop, 324 Garfield av. S
Anna Burkett, 300 W Sandusky st. C
Margaret Rath, 832 N Detroit st. T
- 174 Washita Queen, Chickasha, Okla.
Jessie Ream, 211 N Donald st, El Reno, Okla. P
Leola Morgan, 810 S Beckford st, El Reno, Okla. S
Lizzie Funderburg, 125 N El Reno, El Reno, Okla. C
Leola Morgan, 810 S Beckford st, El Reno, Okla. T
- 175 Pride of the West, Big Springs, Texas.
Ada Angell, Box 25. P
Mildred Leach, 310 Pine st. S
Susie G Weisen, 306 Montezuma. C
Lea Reach, 310 Pine st. T
- 176 Lily Bay, Waterville, Maine.
Ethel M Ladd, 17 Greenwood st. P
Lila Williamson, 17 Maple st. S
Inez L Pearl, 7 Prospect st. C
Hazel B Townsend, 19 Redington st. T
- 177 Pride of 232, Middletown, N. Y.
Ellen Larkin, 44 Broad st. P
Minnie Krumm, 221 Wickham av. S
Anna Strahsahl, R F D No 1. C
Ellen Larkin, 44 Broad st. T
- 178 Good Cheer, Mason City, Iowa.
Amanda Dull, 308 15th st. P
Frances M Rask, 204 9th st North. S
Ada Wendt, 404 8th st. S E. C
Carrie Allen, 534 9th st. S E. T
- 179 Star of the West, Moose Jaw, Sask.
Ellen Boker, 438 First av, N W. P
Adda Finley, 3447 Stadacona st, W. S
Elizabeth Hagen, 225 High st, W. C
Ellen Baker, 438 First av, N W. T
- 180 Big Bend, Sanderson, Texas.
Frances Harrell. P
Lizzie Green. S
Margaret Pollard. C
Gladys Roley. T
- 181 Lake Erie, Conneaut, Ohio.
Katherine Clark, 167 14th st. P
Mildred Herrick Huston, 668 Beaver st. S
Emma Powell, 563 Broad st. C
Bernice Rath, 162 Carnegie st. T
- 182 Faithful, Olean, N. Y.
Helen Sherburn, 414 N 8th st. P
Jessemyne French, 413 N 9th st. S
Marion Van Dixon, 402 9th st. C
Louise Anderson, 126 S 3d st. T
- 183 Ruby Hill, Winslow, Ariz.
Josephine Mayes, 312 E Aspinwal st. P
Helen M Simmons, 707 Warren av. S
Mary Tennerey, 220 E Third st. C
Anna Xoder, 413 W Aspinwal st. T
- 184 Violet, Port Morris, N. J.
Minnie Fancher. P
Rose Hammell. S
Rose Hammell. C
Hattie Stephens, Box 111. T
- 185 Marshall, Marshall, Texas.
Jessie Hurdman. P
Clara Parsons, 1303 E Houston av. S
Elizabeth Faucett, 403 Water st. C
Lellie McClaran, 603 Decatur st. T
- 188 Queen Aztec, Tucumcari, N. M.
Jessie Hurdman. P
Zila Ellison, Box 454. S
Dora Lee Atkinson. C
Ruby Lackett. T
- 187 Gem, Venice, Ill.
Marion J Fash, 211 Granville st. P
Mame Debrucht, Box 154. S
Freida Beardsley, 1235a Robins st. C
Hattie Foley, Box 67. T
- 188 Juniper, Alexandria, La.
Minnie Seale, Holly st. P
Kate Bonnevillie, 1404 Madison st. S
Louise Rush, Bolton av. C
Kate Bonnevillie, 1404 Madison st. T
- 189 Lincoln City, Lincoln, Neb.
Kathryn Barnes. P
Leola Peck, 825 S 36th st. S
Lydia Vliott, 833 S 29th st. C
Lella Zalman, 1301 Washington st. T
- 190 Arkansas Valley, La Junta, Colo.
Nona Martin, 469 Cinnalson av. P
Myrolee Townsend, 710 Smithland av. S
Susie Barrett, 601 Smithland av. C
Myrolee Townsend, 710 Smithland av. T
- 191 Catherine Hanahan, New Haven, Conn.
Alice Davin, 44 Daggett st. P
Abbie Quinn, 37 Blake st. S
Elizabeth Berthel, 160 Rosette st. C
Catherine Prussog, 164 Rosette st. T
- 192 Protection, Tamaqua, Pa.
Mae Fritzinger, 329 Hazel st. P
Mary Lynn, 403 Railroad av. S
Margaret Delp, 30 Clay st. C
Lena Woodring, 327 E Mauch Chunk st. T
- 193 Chj-gan-cy, Michigan City, Ind.
Agnes Johnson, 202 Huron st, Niles, Mich. P
Clara Ames, 722 Maple st, Niles, Mich. S
Lillian Mowen, 307 Sherman st, Niles, Mich. C
Betha Pagels, 202 Huron st, Niles, Mich. T
- 194 Georgian, Cresskill, Ont.
Ech Wick. P
Lillian Boyd, Box 19. S
Ellen Strocker, Box 78. C
Elizabeth Thomas, Box 108. T
- 195 Spokane, Spokane, Wash.
Margaret Shomber, Parkward, Wash. P
Etta Forshee, 120 S Madelia st. S
Elizabeth Wilson, 1743 E Bridgeport. C
Mabel Simmonds, R F D No 10. T
- 196 Mt Tacoma Sisters, Tacoma, Wash.
Grace King, 720 E 34th st. P
Edna F Bennett, 812 E Morton. S
Catherine Gappa, 313 E 31st st. C
Emma Libby, 4324 S Yakima av. T
- 197 Golden Gate's Companion, San Francisco, Cal.
Rose Ryder, 1004 Masonic av. P
Olga Kahn, 1334 21st av. S
Eliena Coffee, 1418 Newcombe av. C
Anna Krohn, San Bruno Park, San Mateo Co, Cal. T
- 198 Green Mountain Sisters, Rutland, Vt.
Elizabeth Gregor, 78 Kellington. P
Florence Swift, 112 State st. S
Mary R. Smalley, 98 Strong av. C
Frederica Mluer, 25 Royer st. T
- 199 Puget Sound Sisters, Seattle, Wash.
Carrie E Carlson, 3221 17th av S. P
Pauline Gihluy, 1504 E Alder st. S
Ethel Wright, 2708 E Union st. C
Stella Grove, 1855 Lane st. T
- 200 White Bonnet, Jacksonville, Texas.
Fether Moore, Canada st. P
Mary Dolan, 1391 Austin st. S
Alta Mae Stell, 537 S Bolton st. C
Mary Dolan, 1391 Austin st. T
- 201 Pride of 188, Chicago, Ill.
Margaret Conliff, 2332 Walcutt st. P
Ella A Black, 4542 N Lockwood av. S
Artea French, 2126 N Leamington av. C
Nellie Edmunds, 533 N Monticello av. T
- 202 Mount Vernon, Washington, D. C.
Flora Williams, 115 Carol st, S E. P
Katie Russell, 917 L st, N E. S
Bessie Rossiter, 503 4th st, S E. C
Clara Hall, 2019 Ordway st, N W. T

203 Sisters of 41, Ottumwa, Iowa.
 Jessie Johnson, 731 Center av.....P
 Elizabeth Gooklin, 117 S Elm st.....S
 Jessie Johnson, 731 Center st.....C
 Mae Ware, 713 E Main st.....T

204 Skeensborough, Whitehall, N Y.
 Agnes Reid, No 4 Adams st.....P
 Miss Maude Adams, No 6 Adams st.....S
 Catherine Hickey, No 9 Bordere st.....C
 Clara Williams, No 57 West st.....T

205 Sunny Alberta, Calgary, Alberta.
 Miss Nora Marshall, 1207 15th av, E.....P
 Martha Barrett, 1043 9th st, E.....S
 Mrs. Ethel Ingham, 2715 17th st, E.....C
 Martha Barrett, 1043 9th st, E.....T

206 Crest City, Creston, Iowa.
 Goldie E Kivett, 310 N Walnut st.....P
 Mamie Reed, 500 S Walnut st.....S
 Elizabeth Kellogg, 318 N Division st.....C
 Maude Sheppard, 208 S Myrtle.....T

207 59's Valentine, Pueblo, Colo.
 Nancy Gulre, 908 Spruce st.....P
 Edith Mortenson, 906 Spruce st.....S
 Lyle Elliott, Acero av.....C
 Vivian Meeks, 215 Wash.....T

208 Prairie Flower, Winnipeg, Man.
 Alfretta Metcalfe, 531 Jubilee av.....P
 Georgia Boyd, 654 Jessie av.....S
 Annie L Green, 553 McMillan av.....C
 Georgia Boyd, 654 Jessie av.....T

209 Crescent, Evansville, Ind.
 Jessie Schlotman, 1507 E Franklin st.....P
 Ida F Hardy, 194 E La st.....S
 Bertha Vierling, 209 S Governor st.....C
 Irene Fitzsimmons, 532 Line st.....T

210 Tygart's Valley, Elkins, W Va.
 Margaret Parsons, 94 Ward av.....P
 Norene Wisner, 12 Second st.....S
 Lovell Klsner, 75 Pleasant av.....C
 Mary Blackwood, 37 Pleasant st.....T

211 Locust, Fairview, Okla.
 Hattie M Doone.....P
 Edna Green.....S
 Jessie Conner.....C
 Nina Stauphill.....T

212 Southern Rose, Atlanta, Ga.
 Pearl Stallings, P O Box 13, Bolton, Ga.....P
 Miss Agnes Leatherwood, 44 Kennedy st.....S
 Eva Keenan, 125 Niles av.....C
 Miss Agnes Leatherwood, 44 Kennedy st.....T

213 Sunflower, Wellington, Kas.
 Mattie Stockton, 323 E Harvey av.....P
 Fossie Miller, 211 W 2d st.....S
 Ella Estes, 1901 E Eighth st.....C
 Essie Lupher, 1102 E Harvey st.....T

214 Unity, Canton, Ohio
 Florence Henderson, 1809 5th st S E.....P
 Clara E Jarrett, 2111 2d st S E.....S
 Gertrude Otte, 904 Harrison st.....C
 Eva Wallar, 1928 2d st N E.....T

215 Adirondack, Plattsburgh, N Y.
 Evelyn Clark, 86 S Catherine st.....P
 Alleen King, 64 Sally av.....S
 Grace Adams, 42 Sally st.....C
 Clara S Adams, 82 Oak st.....T

216 Juanita, Du Bois, Pa.
 Amy Butt, 8 Sherman av.....P
 Ella Harmon, 304 W Pulola av.....S
 Myrtle Powell, 914 W Weber st.....C
 Anna Hayes, 205 Franklin st.....T

217 Floral, LaCrosse, Wis.
 Mary Fischer, 728 Avon st.....P
 Agnes Mellen, 1600 Woods st.....S
 Louise Keppen, 1611 Loomis st.....C
 Agnes Mellen, 1600 Woods st.....T

218 Pride of Capital City, Albany, N Y.
 Margaret J Mulheren, 210 Orange st.....P
 Johanna M Richardson, 261 Green st.....S
 Margaret J Mulheren, 210 Orange st.....C
 Margaret P Ryan, 11 Delaware st.....T

219 8-Hour Workers, Somerville, Texas.
 Annie Arendale.....P
 Bertie E Simons.....S
 Miss Ola Isbell.....C
 Cordie Tucker, Box 253.....T

220 Council Bluffs, Chicago, Ill.
 Ida A Weldon, 702 N Humphrey av.....P
 May Long, 604 N Le Clare av.....S
 Agnes Smith, 2623 W Walton st.....C
 Mollie Zell, 257 N Gifford st, Elgin, Ill.....T

221 Golden Poppy, E Bakersfield, Cal.
 Grace Estelle Lackey, 814 Oregon st.....P
 Lillian Thomas, 1513 Oregon st.....S
 Della Day, 1315 E Belle av.....C
 Sophia Drawbaugh, 1213 Main st.....T

222 Fern of the Ozarks, Thayer, Mo.
 Luna Lee, P O Box 561.....P
 Belle Mitchell, R 2, Box 561.....C
 Jennie McKinney, P O Box 561.....S
 Alma Lamb, P O Box 561.....T

223 Winifred, Ottumwa, Iowa.
 Cecile Wilcox, 802 W Main st.....P
 Florence Heather, 826 W Second st.....S
 Anna Yates, 905 W 3d st.....C
 Goldie Cupp, 349 Clarence st.....T

224 Anthony's Helpmate, Fort Wayne, Ind.
 Addie Houser, 1405 N Harrison st.....P
 Anna L Likely, 664 3d st.....S
 Maude A Chaney, 1730 Sinclair st.....C
 Flossie Depew, 1128 St Marya av.....T

225 Pride of 78, Sedalia, Mo.
 Clara Yunker, 901 W 3d st.....P
 Nettie Sander, 1007 E Broadway st.....S
 Etta E Rockford, 924 S Kentucky st.....C
 Bessie Motz, 670 E 14th st.....T

226 Canadian Evergreen, Rainy Rivr, Ont.
 Elizabeth Henderson.....P
 Julia Handlon.....S
 Lily Walker.....C
 Lily Walker.....T

227 Myrtle, Meadville, Pa.
 Catherine Cook, 722 Liberty st.....P
 Clara T See, 1057 Park av.....S
 Ruby Seybolt, 475 North st.....C
 Miss Irene Thompson, 522 North st.....T

228 Oregon Rose, Roseburg, Ore.
 Lillian Wheeler, 820 S Pine st.....P
 Roxelle Thayer, 838 Miller st.....S
 Lianna Wall.....C
 Martha L Cook.....T

229 E Toledo Sisters, Toledo, Ohio.
 Flora Harmon, 834 McKinley.....P
 Maud Thyurst, 1309 Utah st.....S
 Sarah Foltz, 1315 Utah av.....C
 Emma Anspach, 1817 Mason st.....T

230 Aerial, Ouluth, Minn.
 Anna Tabor Lee, 1911 Piedmont av.....P
 Anna Sundeen, 3719 W 3d st.....S
 Royella Griffith, 2011 W Second st.....C
 Anna May Forrest, 1530 W 1st st.....T

231 Roanoke, Kansas City, Mo.
 Mary E Jones, 2934 W Prospect st.....P
 Eda P Blake, 4219 Bell st.....S
 Daisy Switzer, 4629 Terrace.....C
 Gertrude Irish, 2730 Summit st.....T

232 Seven Sisters, Shawnee, Okla.
 Ella Giles, 428 N Chapman st.....P
 Anna Hight, 647 N Kickapoo.....S
 Cora McBreton.....C
 Elsie Prebuilt, 215 N Louisa.....T

233 Presque Isle, Erie, Pa.
 Lucretia Harley, 159 E 11th st.....P
 Anna B Daub, 556½ E 21st st.....S
 Lucretia Harley, 159 E 11th st.....C
 Agnes B Roath, 150 Fourth st, Renova, Pa.....T

234 Mary Lincoln, Columbus, Ohio.
 Elizabeth Smith, 2414 Indiana av.....P
 Estla Daugherty, 1423 Cleveland av.....S
 Minnie Gamble, 1417 Mt Vernon av.....C
 Vera Hunter, 430½ N Monroes av.....T

235 Green Valley, Grafton, W Va.
 Esta O Walker, 355 W Washington st.....P
 Olive E Walker, W Washington st.....S
 Esta O Walker, 355 Washington st.....C
 Anna B Sturm, 432 W Main st.....T

236 Purity, Ourand, Mich.
 Emma Boice, 110 Lovejoy st.....P
 Myrtle Pierce.....S
 Edna McClaskey.....C
 Ethel French.....T

237 Forty-Sixth Star, Sapulpa, Okla.
 Maye Salyer, Box 535.....P
 Flora Higginbotham, 1019 E Lincoln st.....S
 Flora Schneider, 1140 E McLeod st.....C
 Anna Conway, 1011 E Lincoln st.....T

238 Forest City, Portland, Me.
 Florence P Copper, 9 May st.....P
 Clementine Cousins, 35 Frederic st.....S
 Vera Johnson, 264 Brackett st.....C
 Blanche M Bordin, 448 St John st.....T

239 Sisters of Friendship, Oayton, Ohio.
 Rosa May Fox, 1908 E Third st.....P
 Sallie A Swartz, 166 Maple st.....S
 Mollie Wise, 42 Brenner av.....C
 Sallie A Swartz, 168 Maple st.....T

240 Sisters of Southern Cross, Gainesville, Texas.
 Mildred Skelton, 622 Moran et.....P
 Jessie Driver, 219 Red River st.....S
 Jessie Driver, 219 N Red River et.....C
 Clara Bradley, 924 N Dixon st.....T

241 Mayflower, Lima, Ohio.
 Orpha Sterritt, 426 S Scott at.....P
 Grace Benner, 600 W Elm st.....S
 Della Hluntworth, 428 Hazel av.....C
 Marie McWhorter, 505 E Eureka.....T

242 Acme, Alliance, Ohio.
 Frances Bechler, 1115 S Avalon av.....P
 May Newburn, 126 Kinley sv.....S
 Cora Cunlin, 815 S Freedom st.....C
 Fern Greenboun, 549 S Freedom av.....T

243 Happy Thought, Minot, N O.
 Laura M Groves, 409 1st st N E.....P
 Marie E Whitty, 110 6th st N W.....S
 Josephine Larson, 805 4th st N W.....C
 Tillie Laird, No 9 Grams Flat.....T

244 Wheat Belt, Grand Forks, N O.
 Jessie Bailey, 1324 University av.....P
 Marlon Schull, 1021 University av.....S
 Agnes Togerson, 2102 Cheyenne av.....C
 Catherine Malers, 1023 University av.....T

245 Western Star, Regina, Sask.
 Frances L Wilson, 1435 Pittalock st.....P
 Maude Rita Forrest, 1345 Retallack st.....S
 Lillie Vincent, 1032 Athol st.....C
 May Jarman, 1154 Retallack.....T

246 Frisco, St Louis, Mo.
 Lena Sticker, 4196½ Manchester av.....P
 Miss Anna Moore, 4239 Castleman av.....S
 Mabel L Moore, 4335 McRee av.....C
 Clara Moore, 4239 Castleman.....T

248 Daffodil, Chapeau, Ont.
 Florence Buncombe.....P
 Mary Glabbe.....S
 Alberta Leigh.....C
 Mary Hopper.....T

249 Myna, Buffalo, N Y.
 Clara Eagle, 537 S Division st.....P
 Lena Benzies, 81 Hughes av.....S
 Emma Phemister, 209 Ogden st.....C
 Miss Nettie Illig, 42 Butler av.....T

250 Elctric City, Scranton, Pa.
 Mary Chris, 127 S Lincoln av.....P
 Maude L Walker, 642 N Summer av.....S
 Clara Hlenneforth, 731 N Summer av.....C
 Etta M Brink, 233 Cherry st, Dunmore, Pa.....T

251 Lilies of the Valley, Tyrone, Pa.
 Sarah Trimble, 141½ Bald Eagle av.....P
 Eva L Lego, 1221 Blair av.....S
 Myrtle A Mitchell, 102 E 13th st.....C
 Allie Batcheller, 249 E 11th et.....T

252 Avondale, Avon, N Y.
 Alice Sager, Isham av.....P
 Miss Sadie Moran, Brownson av, Box 73.....S
 Catherine LeFeber, W Main st.....C
 Cecelia Stevens, W Main st.....T

253 Golden Rule, Willard, Ohio.
 Ada Boice, 523 Kautz st.....P
 Lois E Moore, 216 Emerald st.....S
 Florence Kistler, 221 W Emerald st.....C
 Freda Nagle, 512 Dale av.....T

254 Mt Chiptia, Salida, Colo.
 Gertrude Hlofacker, 124 Dodge st.....P
 Henrietta Thompson, 720 "C" st.....S
 Ruby Cooley, 7th and H st.....C
 Fannie Kirtz.....T

255 Pride of 299, Crestline, Ohio.
 Blanche Stough, 302 E Bucyrus st.....P
 Virgie Campbell, East st.....S
 Essie Sinclair, 901 E Main st.....C
 Mae Lamoureuxa, 301 Columbus st.....T

256 Fountain City, Osoto, Mo.
 Iva Reichert, 1104 S 2d st.....P
 Minerva Maupin, Box 431.....S
 Maude Whybark, Box 398.....C
 Gaver Whybark.....T

257 Mt Washington, Woodville, N H.
 Ina May Bisbee, 10 Terrace st.....P
 Jay Bennis, 35 Ammonosuc at.....S
 Mabel Cutting, 4 King st.....C
 Fannie Campbell, 51 Park st.....T

258 Scioto's Helpers, Chillicothe, Ohio.
 Elizabeth Diehl, 686 E Second at.....P
 Mary Hummel, 125 N Brownell st.....S
 Marie Crouse, 167 Scioto av.....C
 Jennie P Starkey, 157 Scioto av.....T

259 Saginaw, Saginaw, Mich.
 Jessie Osborn, 602 W Fifth st.....P
 Lillian Eter, 509 N Eighth st.....S
 Maude Thurlow, 677 N 5th st.....C
 Grace Swazyce, 131 N 6th st.....T

- 260 Commonwealth, Boston, Mass.
Lottie Harrison, 253 Bergrade av.....P
Frances Mahler, 3 Montvale st, Roslin-
dale, Mass.....S
Ada L Briggs, 66 Tower st, Forest
Hills, Mass.....C
Minnie Fuller, 76 Spring Park av, Ja-
malca Plain, Boston, Mass.....C
- 261 Granite, Cheyenne, Wyo.
Anna Cordery, 216 W 18th st.....P
Lena Patterson, 2219 Van Leuan.....S
Leola Ulzey, 706 E 22d st.....C
Christine M Kaiber, 315 E 9th st.....T
- 262 Triumph, Proctor, Minn.
Charlotte Buckley, 38 E Second st.....P
Pearl Neville.....C
Edith Kruse, 101 E Fifth st.....C
Louise Breed, E Fifth st.....T
- 263 Pride of 688, Oklahoma City, Okla.
Lucile Taylor, 1630 W 19th st.....P
Myrtle Fisher, 619 W Maple.....C
Anna Smith, 619 E Maple st.....C
Myrtle Fisher, 619 W Maple.....C
- 264 Sisters of 647, Blairsville, Pa.
Lora Clark, 123 Maple av.....P
Florence Marshall, 108 Maple av.....S
Ellode J Mack, 285 Brady st.....C
Florence Marshall, 108 Maple av.....T
- 265 Indra, Hornell, N Y.
Pearl Martin, 86 Hill st.....P
Ethel Sherwood, 41 Erie av.....S
Bertha Porter, 230 Grand av.....C
Pearl Martin, 86 Hill st.....T
- 266 Connecticut Valley, Greenfield, Mass.
Elvinda Galusha, 22 Park av.....P
Mary Hutchins, 87 Conway st.....S
Georgianna Brown, 111 Davis st.....C
Mae Powers, 68 Main.....T
- 267 Walter Nicol, Ennis, Texas.
Fannie King, 408 W Linden st.....P
Agnes Bristow, 310 W Gilmer st.....S
Viola Mew, 1404 N Preston.....C
Nannie Ben Davis, 1308 N Sherman.....T
- 268 Sausalito, Sausalito, Cal.
Anita Gillion, 643 Locust st.....P
Alba Silverthorn, 456 Johnson st.....C
Mae Hlatt, 45 Bonita st.....C
Martha Donnelly, 454 Napa st.....T
- 269 Black Diamond, Mauch Chunk, Pa.
Amella M Wright, 307 Center st.....P
Louise Miller, 26 Susquehanna st.....S
Amella Reinohle, 202 North st.....C
Anna McGlinley, 89 Broadway.....T
- 270 Star of the Valley, Bakersfield, Cal.
Lottie May, 1326 "L" st.....P
Bertha McCall, 804 Oregon st.....S
Anna Matlock, 2103 Truxten st.....C
Belle Preston, 2116 17th st.....T
- 271 Peerless City, Portsmouth, Dho.
Maude Matheny, 2801 Gallia st.....P
Margaret Kemp, 1905 11th st.....S
Mae Stratton, 1220 Young st.....C
Bessie W Chapman, 1212 Colos av.....T
- 272 Betsy Ross, Lafayette, Ind.
Nettie Hutton, 2014 Elk st.....P
Margaret O'Connor, 1014 Brown st.....S
Miss Lucille Smith, 1203 Main st.....C
Evanrelle Shurder, 2106 N 15th st.....T
- 273 Key of Success, Bogalusa, La.
Patty P Planchie, 202 Michigan av.....P
May Stockstill, 213 Michigan av.....C
Anna Bell Crawford, 224 Huron av.....C
Dora Bowen, 105 Michikan av.....T
- 274 Thomas E Fitzgerald, Baltimore, Md.
Margaret Pennel, 1507 Henry st.....P
India Poteet, E Oliver st.....S
Grace Stahlman, 102 W Front av.....C
Mary Welsh, 420 N Carey st.....T
- 275 Winitoba, Winnipeg, Man.
L M Richbell, 680 Mountain av.....P
Annanor Robinson, 1202 Shurbum st.....S
F B Sutherland, 1204 Sherburn st.....C
Rosetta Webber, 153 Polson av.....T
- 276 Re-Echo, Springfield, Mo.
Anna Stone, 1540 N Main st.....P
Jennette Clary, 1936 N Main st.....S
Leah J Doran, 989 E Locust st.....C
Jennie Martin, 435 W Scott st.....T
- 277 Pride of Border City, Fort Smith, Ark.
Ollie Colline, 1315 N Fifth st.....P
Mary Rogers, Van Buren, Ark.....S
Cora Hicks, 23 N 11th st, Van Buren,
Ark.....C
Mollie Stevenson, 902 Jefferson st, Van
Buren, Ark.....T
- 278 Sunrise Sisters, Montpelier, Dho.
Anna Greek, Emplre st.....P
Nellie O Beyer.....S
Edna Harner.....C
Vera Fairchlds, 309 W Main st.....T
- 279 Keatha, North Bay, Ont.
Lena Mison, Box 564.....P
Georgina Buchanan, Box 204.....S
Elizabeth McDonald, Box 505.....C
Dora Smith, Box 638.....T
- 280--Cascade, Malden, Wash.
Helen Lewis.....P
Cecil Johnson.....S
Mary Terry.....C
Ursula Peterson.....T
- 281 True Blue, Joliet, Ill.
Anna Blunk, 200 Logan av.....P
Florence Jones, 207 Logan av.....S
Mary Bell, 227 Hobbs av.....C
Myrtle Harless, 113 Logan av.....T
- 282 Goldenrod State, McCook, Neb.
Martha Carter, 604 W Fourth st.....P
Grace Houser, 601 W Fourth st.....S
Elizabeth Schmitz.....C
Grace Husted, 710 W 1st st.....T
- 283 Quaker City, Richmond, Ind.
Irma Wyssong, 502 N 17th st.....P
Christine Jackson, 116 N 17th st.....S
Pauline Bartlett, 105 N 19th st.....C
Mary G Mull, 228 N 18th st.....T
- 284 Pleasant Valley, Wichita, Kas.
Etta Ross, 415 Kelly st.....P
Leola Bolan, 1150 Jewellen st.....S
Minnie Lambdin, 527 Sherman st.....C
Myra Armstrong, 433 W Third st.....T
- 285 Pride of 569, Chaffee, Mo.
Sophia Hutcheson, 310 Gray st.....P
Eugenia Mattingly, 314 Wright av.....S
Eugenia Mattingly, 314 Wright av.....C
Elsie Flemens, 328 E Davidson st.....T
- 286 Faith, Aiblon, Pa.
Marie A Gehr.....P
Ruth Giddings.....S
Louise Yoeman.....C
Nella Forbes.....T
- 287 Brandywine, Wilmington, Del.
Anna Parsons, 1206 Delaware av.....P
Leah V Murphy, 2507 Washington st.....S
Zita Clark, 1206 D av.....C
Emma C Wood, 2509 Washington st.....T
- 288 Pride of Flooded Valley, Cenemaugh,
Pa.
Clara Miller, 115 Locust st.....P
Elizabeth Scott, rear 330 First st.....S
Anne Alhaugh, 363 3d st.....C
Emma Rorabaugh, 149 4th st.....T
- 289 Laurel, East Hartford, Conn.
Alice Johnston, 18 Bragg st.....P
Miss Ella B Sullivan, P O Box 243,
Burnside, Conn.....S
Anna Johnston, 461 Riverside av.....C
Elizabeth G Farrell, 87 Pliny st, Hart-
ford, Conn.....T
- 290 C A Wilson, Rensselaer, N Y.
Anna Dunn, 93 Central av.....P
Olive M Orvis, 1585 4th st.....S
Miss Edie Palmerton, 505 Hudson av.....C
Ada Youngmans, 1502 Thrd st.....T
- 291 Iron Queen, Virginia, Minn.
Irene Pfeiffer, Hoppen, Minn.....P
Mabel Youngstrom, Box 63.....S
Nellie McGillbray, 827 11th st, N.....C
Marie Carmen, Hoppen, Minn.....T
- 292 Shasta Daisy, Dunsmuir, Cal.
Mabel Hull.....P
Kittie Harrell.....S
Amelia Ahl.....C
Olive Shoupe.....T
- 293 Comets, Stanberry, Mo.
Nora Runyon.....P
Laura Cure.....S
Estelle Lawter.....C
Lola Davenport.....T
- 294 Blue Island, Blue Island, Ill.
Mae L Jors, 220 Prairie st.....P
Florence Howland, 163 Lewis st.....S
Opheila Fouts, 679 Vine st.....C
Mae L Jarsprotem, 220 Prairie st.....T
- 295 Pearl of White River, Cotter, Ark.
Fannie Jenkins.....P
Metta Innes.....S
Cordia Simmons.....C
Katherine Frank.....T
- 296 Magdalena Helpers, San Marcial, N M.
Eva May Bayant.....P
Amy Dickenson.....S
Amy Dickenson.....C
Clara Paschall.....T
- 297 Pride of Fountain City, N Fond du
Lac, Wis.
Bertha Stewart, 1115 Michigan av.....P
Elizabeth Blitzke, 489 W Scott st,
Fond du Lac, Wis.....S
Meta Kruegar, 119 Eighth st.....C
Adeline Thiesen, 29 15th st.....T
- 298 Miriam, St. Paul, Minn.
Elizabeth Jresen, 273 Concord st.....P
Stella Sperr, 355 Prescott st.....C
Anne Westbrook, 115 W George st.....C
Edith Feiton, 190 E Congress.....T
- 299 Floroma, Elmira, N Y.
Amanda Herlman, 519 Perine st.....P
Imogene Ferd, 957 Erie st.....S
Hattie B Graft, 900 Gerrick.....C
Lena P Phillips, 247 Oakland av.....T
- 300 Twin City, Dennison, Dho.
Clara Barth, 624 N 2d st.....P
Hilda Knirby, Box 691.....S
Nora Wright, 307 N 3d st.....C
Anna Stratton, 319 N Fourth st.....T
- 301 Buckeye, Newark, Dho.
Clara Escout, 65 N Morris st.....P
Cecelia Fattler, 93 Allen st.....S
Golden Johnson, 19 Curtis av.....C
Daisy Hollister, 57 Mill st.....T
- 302 Marion Resurrection, Hannibal, Mo.
Leovlin Bartram, 415 N Sixth st.....P
Bettie Gleason, 502 Olive st.....S
Beulah Tonison, 1805 Graco st.....C
Alice Kolb, 412 Terrace av.....T
- 303 Dixie Bee, Howell, Ind.
Mayme Jarboe, 101 Marion av, Evans-
ville, Ind.....P
Hazel De Moss, 516 Madison av, Evans-
ville, Ind.....S
Nettie Strapp, 1018 W Michigan st,
Evansville, Ind.....C
Lena Tevaut, 22 N Stinson av, Evans-
ville, Ind.....T
- 304 Black Hawk, Rock Island, Ill.
Addie E Smith, 807 24th st.....P
Maude Bateman, 3111 7th av.....S
Rose Hargis, 518 27th st.....C
Mary Shoning, 2809 6th av.....T
- 305 Empress, Watertown, N Y.
Viola D Ritchie, 737 Coffin st.....P
Lulu McEwan, 815 Holcomb st.....S
Agatha Lynch, 507 Mindy st.....C
Ellie Soper, 403 Hall block.....T
- 306 Homewood, Willmar, Minn.
Blanche Halin, Penning Flats.....P
Anna Rasmussen, 345 7th st, S.....S
Edith Newberg, 217 Porto Rico av.....C
Carrie Ressler, 601 2d st E.....T
- 307 Pride of 88, Evanston, Wyo.
Kathryn Trask.....P
Etta L Hellevell, 1236 Sage st.....S
Vera Bally.....C
Etta L Hellevell, 1236 Sage st.....T
- 308 Rose City, Portland, Ore.
Lorna L Walms, 1475 E Washington.....P
Frances Sayre, 369 San Rafael.....S
Virginia Rehberg, 7115 44th av S E.....C
Frances Sayre, 369 San Rafael.....T
- 309 Morning Glory, Bloomington, Ill.
Cleof Rich, 915 N Oak st.....P
Mabel Bardwell, 1505 N Main st.....S
Hattie Watt, 407 N Mason st.....C
Julia A Mitchell, 903 S Low st.....T
- 310 Jewel City, Tracy, Cal.
Evelyn Hanson, Box 512.....P
Ella Wilcox, General Delivery.....S
Ella Hall, Box 293.....C
Stella Voltz, Box 293.....T
- 311 Pride of Three Brothers, Pittsburg, Pa.
Margaret Leas, 7247 Hermitage st.....P
Katherine Shay, 318 Woodward at, Mc-
Kees Rocks, Pa.....S
Myrtle Neely, Box 263, Manor, Pa.....C
Ella Mench, 8 Enfield st.....T
- 312 Coronation, Montreal, Quebec.
Mary McCleary, 6 Baylton st.....P
Margaret Dunn, 533 Aylwin st.....S
Mary Baker, 2368 Esplanade av.....C
Isabelle Wynn, 2666 Waverly st.....T
- 313 Rlm Rock, Glenns Ferry, Idaho.
Olive P Decker.....P
Margaret Western.....S
Helen Mooney.....C
Zoe Hull.....T
- 314 Twin Sister, Carbondale, Ill.
Martha Holmes, 406 W Oak st.....P
Anna Crolin, 610 Cherry st.....S
Mary Holliday, W Pecan st.....C
Mamie Mitchell, 505 N Bridge st.....T

- 315 Hollyhook, Trinity, Texas.
Lena StarnsP
Lena StarnsS
Leona F Johnson, Box 101.....C
Leona F Johnson, Box 101.....T
- 316 Pride of 363, New York City, N. Y.
Sadie Byrnes, 390 E 160th st, Bronx, N. Y.P
Elizabeth F Haslam, 3 Battle av, White Plains, N. Y.C
Mamie Francis, 1121 Findlay av.....C
May Lyone, 2360 3d av.....T
- 317 Kootenai, Hilary, Wash.
Edna Bibbles, EverettP
Stella Krueger, 414 Thomas st.....S
Edith Webb, 321 Diamond av.....C
Eva Bergen, 502 Hoffman av.....T
- 318 Peach Blossom, Grand Jct, Colo.
Freda Johnson, 304 Grant st.....P
Martha Harbourn, 542 W Main et.....S
Mabel Moore, 277 Rood av.....C
Versa Strange, 137 S First st.....T
- 319 Frank P Sargent, Denver, Colo.
Lulu Hammer, 2606 W 24th st.....P
Bernice Mortensen, 2627 Vallecjo et.....S
Mary Watson, 2447 Alcott et.....C
Ruth Carrico, 2458 Eighth et.....T
- 320 Panama, Fresno, Cal.
Elsie Moore, Rt D, Box 05.....P
Ollie Bon, Box 233, Calwa City, Cal.....S
Rita Mahaffey, Box 272, Calwa City, Cal.....C
Mina Mosher, Box 257, Calwa City, Cal.....T
- 321 Co-Workers of 710 Dilworth, Minn.
Irene GravesP
Clara Carpenter, Box 552.....S
Mary Holme, Box 601.....C
Floyd A HolmT
- 322 Tar Heel, Spencer, N. C.
Emma C Woodson, 204 Rowda av.....P
Vera Mae Benton, 404 Carolina av.....C
Vera Mae Benton, 404 Carolina av.....T
Elizabeth Hudson, 205 Lincoln rd.....C
- 323 May Blossom, Des Moines, Iowa.
Letha Nelson, Box 172, Valley Jct, IowaP
Caroline Benskin, 324 Section av.....S
Lettie Calvert, 1834 W 16th st.....C
Gertrude Burchfield, 066 W 24th et.....T
- 324 Avalon, Altoona, Wis.
Roselena Anding, Box 215.....P
Margaret NodierS
Josephine AndersonC
Clara KoppenT
- 325 Pride of 771, Harrison, Ark.
Mary Williams, 205 Second st.....P
Maud King, 601 N Walnut st.....S
Alta Nichols, 115 E Nicholson st.....C
Maud King, 601 N Walnut st.....T
- 326 Penna Bo, New Castle, Pa.
Anna McClimans, 506 Ray et.....P
Louise Ridley, 1005 Delaware av.....S
Henrietta Powers, R F D No 8, Mahonington, PaC
Ethel Scott, 1419 Jackson st.....T
- 327 Ohio Valley, Middleport, Ohio.
Mary MackinP
Bessie O'LearyC
Hettie ErvinC
Frances GillfillT
- 328 White Star, Lehighton, Pa.
Sallie Schott, 816 W 2d st.....P
Ida Burke, 239 S 7th st.....S
Mabel Hess, 247 N 1st st.....C
Sarah B Wertman, 129 N 4th et.....T
- 329 Althia, Williamson, W. Va.
Waumeta Atkins, 740 E Moore st.....P
Ira Linkows, 129 W Fifth av.....C
Mammie McKinneyC
Ora Booth, 708 E Fourth st.....T
- 330 Chenango Valley, Binghamton, N. Y.
Katherine Kane, 186 Hawley st.....P
Mary Ryan, 624 Pine st.....C
Martha Richford, 505 Cheungo st.....C
Emma Dow, 29 Euclid av.....T
- 331 Queen City, Cincinnati, Ohio.
Kathryn Tucker, 2152 McLean av.....P
Caroline Driver, 1901 State av.....S
Emma Dury, 3465 Colerain av.....C
Elsie Ammon, Hayes and Ammon ete.....T
- 332 Cherokee, Enid, Okla.
Grace Calvert, 1022 N Washington.....P
Gertrude Ketchum, 823 W Pine st.....S
Clara Wright, 110 W Elm st.....C
Myrtle Webster, 1024 N Wash et.....T
- 333 Katy's Pride, Denison, Texas.
Bessie C Deal, 915 S Lamar st.....P
Bessie Fowler, 226 W Monterey et.....S
Lucille Ackridge, 420 W Monterey st.....C
Ida C Johnson, 606 W Munson et.....T
- 334 Prairie Queen, Temple, Texas.
Lula M Neises, 903 N 13th st.....P
Julia T Mueller, 711 S 13th st.....S
Julia T Mueller, 711 S 13th st.....C
Addna E Frazier, 620 S 19th st.....T
- 335 Pride of 638, Clearfield, Pa.
Alice Litz, 611 Dorey st.....P
Mabel B Zeigler, 324 W Fifth st.....S
Lida Stive, Fourth st.....C
Pearl Ammerman, W Sixth av.....T
- 336 Success of 43, St Joseph, Mo.
Mary A Klecan, 615 S 16th et.....P
Gertrude Mecum, 1806 S 9th st.....S
Desdemona Wickham, 4014 Terrace av.....C
Helen K Leonard, 3904 Terrace av.....T
- 337 Carpathia, Lethbridge, Alberta.
Winnie Murray, 926 Eighth st.....P
Emma Beaumont, 425 12th st N.....S
Christine Chapman, 1420 Third av S.....C
Christine Berrill, 81 E 12th st B N.....T
- 338 Loyalty, Grand Rapids, Mich.
Maude Haddow, 90 Mt Vernon av.....P
Irene Brown, 1148 Godfrey av.....S
Katherine Leonard, Grant st.....C
Hattie Kintz, 90 Mt Vernon av.....T
- 339 Mountain City, Hazleton, Pa.
Dorothy Harris, 126 E Maple st.....P
Martha Rhoades, 425 W Fifth st.....S
Christina Boddin, 330 E Elm st.....C
Mary Fey, 410 E Brood st.....T
- 340 Rosebud, Forsyth, Mont.
Hattie B Christoph, Box 275.....P
Martha KauffmanS
Margit JohnsonC
Edwena TerisonT
- 341 Miami Helpmate, Cincinnati, Ohio.
Francis Wire, 3734 Eastern av.....P
Lillio Murphy, 3336 Walworth av.....S
Francis Wire, 3734 Eastern av.....C
Euladia Egbert, 3726 Eastern av.....T
- 342 Victory, Providence, R. I.
Leonora E Nesbit, 199 Lockwood av.....P
Irene Ferguson, 1065 Eddy st.....C
Margaret Aldrich, 260 Admiral st.....C
Gertrude Leaver, 122 Berkshire st.....T
- 343 Ahamo, Omaha, Neb.
Blanche E Ring, 1226 S 11th st.....P
Maude Hansen, 1472 S 14th et.....S
Miss Jean Holford, 2621 Harney et.....C
Ruth Hancock, 1800 Sixth av, Council Bluffs, IowaT
- 344 Lily of the Valley, Aurora, Ill.
Anna C Finley, 61 E Union st.....P
Mabel Ware, 538 Spring av.....S
Mabel Mueller, 532 4th st.....C
Adeline Reinhardt, 639 Main st.....T
- 345 Red Carnation, Amarillo, Texas.
Pearl Goff, 108 Buchanan st.....P
Goldie Ross, 605 N Buchanan st.....C
Lula Fowler, 305 N Lincoln st.....S
Imogene Baggis, 703 N Buchanan st.....T
- 346 Lackawanna, Hoboken, N. J.
Elsie C Warnecke, 202 Lincoln av, Jersey City, N. J.P
Gertrude Tweed, 1089 Summit et, Jersey City, N. J.S
Josephine Smith, 362 Virginia av.....C
Catherine Hein, 84 Wayne st, Jersey City, N. J.T
- 347 Sisters of 182, Roanoke, Va.
Grace Whitlock, 1213 Center av.....P
Aubrey Fisher, R 1, Box 271, Salem, VaS
Gertrude Walker, 504 Center av.....C
Aubrey Fisher, R F D 1, Box 271, Salem, VaT
- 348 Progressive, Mt Carmel, Ill.
Mabel Atkinson, 634 W Fifth st.....P
Alice Copeland, 523 W Sixth st.....S
Margaret Keeler, 228 W Eighth st.....C
Josie Marx, 327 W Fifth st.....T
- 349 Joy of 31, Atchison, Kas.
Grace Scott, 1362 Com'l st.....P
Minnie Forrey, 1110 Fleming et.....S
Bertha Tamblin, cor 14th and Main sts.....C
Anna Bell, 026 Parallel st.....T
- 350 Flower of Indiana, Washington, Ind.
Lottie Thorp, 1212 McCormickP
Mattie Denham, 315 Lemon st.....S
Cora M Itskins, 1115 Downey av.....C
Mattie Denham, 315 Lemon et.....T
- 351 Mart Rose, Mart, Texas.
Ella Mae Sadler.....P
Kathryn Darnall.....S
Charlotte B Brannock.....C
Hattie Hobbs, Box 483.....T
- 352 Wanleta, St Albans, Vt.
Harriet Briggs, Kingman st.....P
Bessie Tipper, 22 Diamond st.....S
Mary Ann Disley Douglas, Nason st.....C
Priscilla Perron, 20 Stowell et.....T
- 353 Mesquite Grove, Kingsville, Texas.
Alta Thomas, Box 154.....P
Stella Woods, Box 644.....S
Alice MinerC
Josie W Mayes, P O Box 862.....T
- 354 St Marys, St Marys, Pa.
Josephine Kreig, 292 George st.....P
Miss Ruby M Talbot, 425 S Michael st.....S
Grace L Dillison, 371 High av.....C
Margaret Finfinger, 213 Walnut et.....T
- 355 Capital City, Columbus, Ohio.
F Elbel Van Wagner, 1665 Clara st.....P
May Shackelford, 382 Gates et.....C
Lulu E Davidson, 262 Siebert st.....C
Margaret F Clark, 199 S Wheatland av.....T
- 356 Lake Shore Helpers, Cleveland, Ohio.
Laura C Lanier, 1038 E 14th st.....P
Cora Fuller, 15916 Whitcomb bldg.....S
Mary Waver, 821 E 156th st.....C
Bertha Mackey, 984 E 141st st.....T
- 357 Earnest Workers, Arkansas City, Kas.
Mamie Guffey, 709 S A st.....P
Zetta Barber, 920 S Third et.....S
Eva Angus, 906 S A st.....C
Valo Morton, 314 E Adams st.....T
- 359 Peace, Pensacola, Fla.
Olive Boss, 1325 E Gadsden.....P
Belle Nobles, 65 N Donaldson.....S
Mamie McLaughlin, E Pensacola Hgts.....C
Belle Nobles, 65 N Donaldson.....T
- 360 United Sisters, Pitealrn, Pa.
Mabel Harmon, 390 Second st.....P
Edith Murray, Box 02.....S
Anna Shaffer, 420 Agatha st.....C
Anna Smetzer, R F D 1, Box 17.....T
- 361 Ottawa Valley, Smith Falls, Ont.
Jean M Young, 17 Elmley st.....P
Harriet A Byers, 25 Winnifred.....S
Ellen B Johnson, Box 1263.....C
Mildred E Potter, 10 Railway av.....T
- 362 Nancy Lincoln, Perth Amboy, N. J.
Mary Bacha, 2939 Laurie st.....P
Minnie M Schultz, 663 State st.....S
Miss Margaret Quinlan, 647, Charles st.....C
Mary E Thomas, 432 State st.....T
- 363 Easter's Pride, St Louis, Mo.
Adele Krans, 4314 Linton av.....P
Ethel B Rooks, 4027 Ashland av.....S
Ida Koehr, 1414a Ferry st.....C
Clara McCaughey, 3320 Arlington av.....T
- 364 Poinsetta, Chicago, Ill.
Sophie Chapman, 5556 S Bishop st.....P
Jennie Williams, 4503 Calumet av.....S
Kate M Glenn, 3507 S Washtenaw av.....C
Grace Reinsch, 3507 S Washtenaw av.....T
- 365 De Soto, Memphis, Tenn.
Bertha Thompson, 372 Raynor st.....P
Bessie Mae Lovell, 379 Walker av.....S
Bessie Mae Lovell, 379 Walker.....C
Lucille Gwyn, 300 McLenore av.....T
- 366 Paramount, Fond du Lac, Wis.
Elizabeth Peters, 493 Nelson st.....P
Arlene High, 14 Doty st.....S
Alma Eggers, 174 E 11th st.....C
Mary Jaffke, 230 Bischoff st.....T
- 367 Madison, Three Forks, Mont.
Mabelle WilcoxP
Alfreda HiemsS
Blanche L O'RaganC
Mabel SauerT
- 368 Chastaln, Chanute, Kas.
Lucy McGuire, 1301 S Grant st.....P
Etta Owen, 309 W Seventh et.....S
Nettie Ray, 1301 S Grant st.....C
Lucy Haines, 1008 S Santa Fe.....T
- 369 Silver Wave, Los Angeles, Cal.
Margaret Finlay, 1917 New Jersey st.....P
Josephine M Baron, 915 Camulos st.....S
Frances McGarvie, 359 1/2 S State st.....C
Mabel Eccleston, 311 S Chicago st.....T
- 370 Good Will, Antigo, Wis.
Cora Lensing, 1313 Nava rd.....P
Merle Fuller, 714 Lincoln st.....S
Marie Horn, 1004 Fifth av.....C
Annie McDonald, 702 Lincoln st.....T
- 371 Madrona, Superior, Wis.
Myra Cassidy, 1307 Lincoln st.....P
Augusta Olson, 1915 Baxter av.....S
Minnie Prielwet, 1414 Weeks av.....C
Frances Danielson, 1808 Lombard st.....T
- 372 Northwestern, Chicago, Ill.
Mae Guernsey, 1144 N Avers av.....P

- 373 Onawa, Brownsville Jct, Maine.
Ella M WhelpleyP
Mary B ElliottB
Annie OrrickC
Grace T DubayT
- 374 Prids of Hlawatha, Hugo, Okla.
Ada Nelson, 607 W Main st.P
Estella Hood, Room 3, Davis Apts.S
Alice Burris, 508 W Jackson st.C
Estella Hood, Room 3, Davis Apts.T
- 375 Sunbeam, Massillon, Ohio
Kathryn Wood, 621 S Lincoln st.P
Mary McCarley, 416 Bell st.S
Edna Scherler, 1103 Euclid st.S
Viola Maxson, 203 Dwight st.T
- 376 Pride of the Pines, Portola, Cal.
Mary DonnenworthP
May TannerS
Thelma McNallyC
Catherine BrownT
- 377 Sunshine, Alliance, Neb.
Dessie Thornsar, 612 Missouri st.P
Ethel Newberg, 416 EmersonS
Margaret Salisbury, 603 Yellowstons st.C
Belle Munger, 620 Toluca st.T
- 378 Villa Park, Kankakee, Ill.
Ida M Tutt, 358 E Locust st.P
Ethel Hollenbeck, 1054 E Hickory st.S
Lillian B Monty, 357 N Indiana st.C
Anna Hayes, 232 W Oak st.T
- 379 Tiliikum, Leavenworth, Wash.
Mary CassidyP
Clara BlomekeS
Margaret SmytheC
Ora HanoverT
- 380 Prospect, Sloux City, Iowa.
Erma J Sharrer, 2108 McKinley st.P
Elsie Wallman, 215 N Rustin av.S
Jennie Drew, 519 Omaha av.C
Edna Luth, 703 S Rustin av.T
- 381 San Antonio, San Antonio, Texas.
Annie Miller, 611 S Pinto st.P
Blanch Warren, 1510 W Salina st.S
Ophelia Thurman, 1525 W Salina st.C
Helen Willard, 1808 W Houston.T
- 382 Ladies of Trinity, Ft Worth, Texas.
Eva Cary, 1000 E Broadway st.P
Nancy Bly, 321 Travis st.S
Mary Tierce, 815 W Daggett.C
Ruth Sneedker, 1700 New York av.T
- 383 Willing Workers, Greenville, Pa.
Anna Best, 70 S Second st.P
Mary E Reigelman, 24 Brockway st.S
Anna Keeley, 102 N Main st.C
Eva Wageman, 128 S Mercer st.T
- 384 "Gats City," San Bernardino, Cal.
Elizabeth Schaub, 1084 Mt Vernon av.P
Edna M Hunt, 836 Fifth st.S
Alice Parriss, 129 E 2d st.C
Mary S Jensen, 880 K st.T
- 385 Ivy, Fitchburg, Mass.
Viola Clark, 80 Walton st.P
Lucy E Wood, 15 Bunnap st.S
Cassie Pettengill, 96 Green st.C
Miss Bernice Hodgdon, 39 Winter st.T
- 386 Hazelwood Iron City, Pittsburg, Pa.
Bertha Brys, 223 Clencaldah st, Hazelwood st.P
Blanche Dahn, 115 Mansion st, Hazelwood st.S
Amy Sissle, 127 Johnston st.C
Dora C Bortello, 1203 Osceola st.T
- 387 Maple, Sarnia, Ont.
Lena May Butler, 205 Talford st.P
Agnes J Kerr, 125 Alfred.S
Ruth Mae Shepard.C
Maud M Croxford, 184 Campbell st.T
- 388 Pride of Alberta, Edmonton, Alberta.
Catherine Barker, 11535 122d st.P
Alma Barker, 11714 129th av.S
Elizabeth Wardell, 10746 108th st.C
Miss Ruth Barker, 10928 126th st.T
- 389 Pride of 473, Osimar, Del.
Laura L Green, 104 Pine st.P
Martha E Wilder, East st.S
Eddie E Green, East st.C
Eddie Draper, Jewell st.T
- 390 Encina, Oakland, Cal.
Evelyn Shark, 1630 E 20th st.P
Sadie Brynn, 525 E 15th st.S
Loubelle Kain, 1484 W 8th st.C
Garnet Phillips, 3718 Grove st.T
- 391 Pasco, Pasco, Wash.
Emily Nelson, 927 S Tenth st.P
Mary M McClelland, 1002 S Fifth st.S
Emma Eustus, 208 S Fifth st.C
Mildred Viste, 311 N 8th st.T
- 392 Brunswick, Fairville, New Brunswick.
Charles Janies, Lancaster av, W St John, N B.P
Bertha M Curris, Morris et, Fairville st, St John, N B.S
Stella Gilles, 39 Havelock st, W St John, N B.C
Agnes Cornfield, 306 King et, W St John, N B.T
- 393 Prids of 447, Indianapolis, Ind.
Frances F Tritch, 322 S Walcott.P
Edith Jackson, 410 Villa av.S
Florence Miller, 1023 Fletcher av.C
Florence Miller, 1023 Fletcher av.T
- 394 Union, La Grande, Ore.
Ida Charlton, 1320 X av.P
Mabel Cook, 1312 Vave st.S
Lena Head, 704 MainC
Louise Hillary, 1701 "X" av.T
- 395 Prairies Prids, Medicine Hat, Alberta.
Althea Goff, 864a Fifth av.P
Alice Laing, 837a Third st.S
Lizzie McClood, 115 Yuill st.C
Carrie Jones, 511 B Maple av.T
- 396 Lehigh, Pen Argyl, Pa.
Annie Bonser, 701 Main st.P
Dove Buford, 829 Lexington av.S
Anna Smiley, 712 Pen Argyl st.C
Florence Harding, W Brook av.T
- 397 Liberty, Montpelier, Idaho.
Lena Murray, Box 524.P
Hessel M Stout, P O Box 273.S
Elizabeth McLaughlinC
Pauline LarsenT
- 398 Golden Rule Sisters, Stevens Point, Wis.
Elyse Lee, 409 McCulloch st.P
May E Jacobson, 402 Pine st.S
Mary Nohr, 415 Oak st.C
Gladys Landis, 315 Dickson st.T
- 399 Pride of the Valley, Oupo, Ill.
Cecelia PaulP
Ethel TiptonS
Eva McDonaldC
Clara FunzeT
- 400 Springa, Pocatello, Idaho.
Lulu E Hansen, 132 N Lincoln st.P
Lulu E Hanna, Box 1006.S
Ma E Benson, 328 N Custer st.C
Blanche Sibort, 807 N Sixth st.T
- 401 Allegheny Mountain, Renova, Pa.
Liddie McGregor, 139 15th st.P
Margaret Shaffer, 157 14th st.S
Violet G Miller, 232 10th st.C
Laura Bitner, 516 Erle av.T
- 402 Rock Rose, Miles City, Mont.
Marie Bradley, 1007 Knight st.P
Nellie Nilles, 1614 Pearl st.S
Elizabeth Ellison, 615 Knight st.C
Nellie Nilles, 1614 Pearl st.T
- 403 Lucas, Toledo, Ohio.
Ferne McConnell, R F D 10, Box 377, Meadow PlaceP
Ella Wise, 173 Gibbons st.B
Harriet Hamilton, 2769 1/2 Monroe st.C
Stella Atwater, 715 Brighton av.T
- 404 Pan Handle, Oalhart, Texas.
Pay E McNichle, Box 84.P
Mary E Morton, Box 326.S
Lydia Foltz, Box 362.C
May Dutherga.T
- 405 Hubbard Sisters, Brookville, Pa.
Cora Newkirk, Box 26.P
Anna Gloutz, Short st.S
Edna Watrous, Main st.C
Margaret Crawford, 125 E Main st.T
- 406 Fort Howard, Green Bay, Wis.
Emma Scory, 316 Harvard st.P
Blanche McIntosh, 1005 Velp av.S
Celia Schuy, 716 Bush st.C
Charlotte Empey, 920 N Maple st.T
- 407 Lotus, Toledo, Ohio.
Salaral Berry, 310 Fassett st.P
Clara Hartsborn, 1321 Miami st.S
Mabel Snyder, 1528 Oak st.C
Miss Isabel Hartsborn, 1321 Miami st.T
- 408 Trus Friend, Youngwood, Pa.
Emily Keefer, P O Box 188.P
Gertrude ColganeS
Jessie Clark, Box 103.C
Anna M Costello, P O Box 8.T
- 409 Salina, Salina, Kas.
Nettie Langstaff, 421 Euclid av.P
Mame Gibbs, 309 N 13th st.S
Minnie Wilson, 116 W Grand av.C
Catherine Casterline, 525 Washington st.T
- 410 Golden Spike, Ogden, Utah.
Anna Parker, 134 28th st.P
Elsie Speck, 437 Binford av.S
Annabj Rush, 1957 Monroe av.C
Lulu Morrison, 1758 Washington av.T
- 411 Quinte, Bellsville, Ont.
Lillian Greer, 66 Alexander.P
Sarah E Moon, 409 Blecker av.B
Charlotte Torrance, 113 College st.C
Charlotte Surland, 243 Albert st.T
- 412 Buckeye, Columbus, Ohio.
Nora L Stoltz, 66 Dana av.P
Elsie Greer, 889 E Mound st.S
Beryl Livingston, 193 W Park av.C
Nelle Swearingen, 849 W Rich st.T
- 413 Palm Leaf, Detroit, Mich.
Shirley Hart, 3846 Fort st W.P
Nellie C Elliott, 730 Solvay st.S
Grace Becker, 8840 Wilt av.C
Mary E Getty, 1321 Lawndale av.T
- 414 Fornfelt, Fornfelt, Mo.
Alma I CrowP
Stella Myers, P O Box 155.S
Jennie LudwigC
Alta CoatsT
- 415 Wild Rose, Saskatoon, Sask, Can.
Daisy Evans, 815 Aps I S. Nutana.P
Daisy Alexander, 301 10th st.S
Nellie C Campbell, Suite 3, Bell blk.C
Mildred Armstrong, 616 Avenue "H," Sask, Can.T
- 416 Pine Tree, Bangor, Me.
Catherine Welch, 125 Maple st.P
Annie Mooney, 405 Main st.S
Mary E Nash, 38 Pier st.C
Mary Dauphinee, 46 Larkin st.T
- 417 Red River Valley, Crookston, Minn.
Mabel Voytilla, 514 Holly av.P
Alice Sarver, 189 Bessele st.S
Mary Knopke, 1803 S Maline st.C
Ruth Riddell, 108 State st.T
- 418 Victoria, Victoria, Texas
Florence Kickendahl, 601 S Wheeler st.P
Emma Kickendahl, 505 E River st.S
Ollie E Torney, 708 S Wheeler st.C
Delphine E Schrader, 607 S Cameron st.T
- 419 The Pride of 595, Milan, Mo.
Ethel DittonP
Bertha LoderS
Myrtle WierschemC
Mary M. PylesT
- 420 Lady of the Lake, Kenora, Ont.
Julia E Hutchinson, 802 2d st, S.P
Mabel E Nickerson, 515 2d st, S.S
Miss Margaret O'Leary, Towlist Hotel.C
Florence Angood, 222 N Main st.T
- 421 Carolina's Central, Greensboro, N. C.
Lena M Marsh, 714 W Lee st.P
Maggie Luther, 377 W Lee st.S
Cora B Hinkle, 614 Keokuk st.C
Maggie S Walton, 340 Garrett st.T
- 422 Prosper, Moncton, N. B.
Hilda O'Leary, 199 Highfield st.P
Hilda M LeClerc, 237 Gordon st.S
Sadie McKee, 3 Birch st.C
Doris M Loftus, 234 High st.T
- 423 Starlight, Sioux City, Iowa
Clara Elkin, 124 13th st.P
Miss Elsa Peterson, 1002 Plymouth st.B
Ruby Richy, 114 Main st.S
Margaret Gray, 1124 Hill st.T
- 424 Onward, Falls City, Neb.
Laura Cady, 611 E 13th st.P
Lottie M Brown, 824 Chase st.S
Corinna Jones, 811 Chase st.C
Grace Williams, 802 Wilson st.T
- 425 Everready, Roodhouse, Ill.
Grace Hutchens, 720 W Palm st.P
Georgene Thurman, 720 W Palm st.S
Lola CooleyC
 Sylvia RoperT
- 426 Yoma, Youngstown, Ohio
Mary Walker, 2 Evergreen av.P
Miss Mabel Christy, 3608 Morrison av.S
Myrtle I Robinson, 2665 Wilson av.C
Minnie F Starge, 224 W Wood st.T
- 427 Isaquesna, Erwin, Tenn.
Rose V Allison, Box 292.P
Elsie H Dunn, Box 442.S
Devada H Richardson, Box 491.C
Lillian Range, Box 232.T
- 428 Kendall-Ellis, Emporia, Kan.
Daisy M Kells, 403 Sylvan.P
Catherine Babinsky, 520 Cedar.S
Marian KogerC
Alda Betty, 5 Constitution.T
- 429 Southern Light, Richmond, Va.
Hester Miller, 524 N 44th st.P
Ethel Harrell, 3505 E Marshall.S
Marie Fugh, 313 N 36th st.C
Irene Clark, 3214 Grove av.T

Memorandum of Agreement made in duplicate this **First**

day of **January**

One Thousand Nine Hundred and Twenty-one

BETWEEN:

The
North-West Commercial Travellers'
Association of Canada

Hereinafter called "the
Parties of the First Part."

And

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN 127

of the City of Winnipeg, in the
Province of Manitoba,

Hereinafter called "the
Party of the Second Part."

Whereas the Parties of the First Part are the owners of a building situate on Bannatyne Avenue, in the City of Winnipeg, in the Province of Manitoba, known as the Travellers' Building, and the Party of the Second Part has applied to them to be allowed to use and occupy the portion of said building as hereinafter set forth at the times and upon the terms hereinafter appearing, and the Parties of the First Part have agreed to allow the Party of the Second Part to use and occupy said portion of said building.

Witnesseth, the Parties hereto agree as follows:—

1. The Party of the Second Part shall use and occupy as a Lodge Room for the carrying out of the usual Lodge business of the Party of the Second Part and for no other purposes all that part of the messuage or tenement being that portion of the building on Bannatyne Avenue, in the City of Winnipeg, in the Province of Manitoba, known as the Travellers' Building, described as follows:—Travellers' Hall, No. **2**, on the **Fifth** Floor of said Building, comprising a Hall and Anterooms on the **First and Third Sunday afternoon in the months of January to December inclusive in the year Nineteen Hundred and Twenty-one from Two to Six P.M.**

2. The Party of the Second Part covenants and agrees to pay to the Parties of the First Part therefor on the First day of each and every month in advance during the said period the sum of **Twelve**Dollars on the first day of each and every month during said months for which the Party of the Second Part has agreed to use said Hall as aforesaid, the first payment to be made on the day of the date hereof.

3. The Party of the Second Part will not during ^{their} occupancy of the said premises commit any act or deed or neglect which will in any way soever damage the said Hall or any part thereof or the said Travellers' Building or any part thereof.

4. The Party of the Second Part shall not and will not assign, transfer or set over the right of the Party of the Second Part to use the said Hall or any part of said Building unto any person or persons, firm or corporation whomsoever without the consent in writing of the Parties of the First Part, their successors or assigns first had and obtained.

5. The Party of the Second Part will use the said Hall only as a Lodge Room for the business of the Party of the Second Part and not otherwise.

6. The Party of the Second Part will not in any way alter the partitions, doors, divisions or fixtures in said Hall, nor erect or place any fixtures therein or thereon or make any fresh divisions or otherwise alter the said Hall without first obtaining the consent of the Parties of the First Part in writing thereto and will in the event of such alterations being consented to and made leave the said Hall at the expiration or sooner termination of the period hereby mentioned in the same condition excepting so far as any such alterations are concerned as the Hall may be at the date hereof.

7. The Party of the Second Part will not place signs or lettering or painting on or about or inside any part of the said Travellers' Building except on the advertising boards to be provided by the Parties of the First Part for that purpose, and any such lettering on such advertising boards is to be only according to written specifications prepared by the Parties of the First Part at the expense of the Party of the Second Part and not otherwise.

8. The Party of the Second Part will not put up any awnings in or about said Travellers' Building until their quality, form and color shall have been approved of by the Parties of the First Part in writing.

9. The Party of the Second Part will during **their** use or occupation of said Hall keep the said Hall clean and allow no filth or rubbish to accumulate therein and will remove all sweepings and waste paper and other dirt or rubbish which may be swept or taken from the said Hall and the said Travellers' Building and will leave the said Hall clean.

10. The Party of the Second Part will not sell, deal in or allow to be sold or dealt in, or give, furnish or allow any person to give or furnish to any other person, or themselves to take in the said Hall or in the said Travellers' Building or in any premises in connection therewith any spirituous or fermented liquors.

11. The Parties of the First Part agree with the Party of the Second Part that the said Party paying the said sum hereby reserved and performing the covenants hereinbefore on the part of the Party of the Second Part contained shall and may peacefully possess and enjoy the said Hall during said periods as aforesaid without any interruption or disturbance of the Parties of the First Part.

12. The Parties of the First Part agree that they will during the said periods when the Party of the Second Part shall occupy said Hall as aforesaid keep the said Hall properly and sufficiently heated and warmed and will pay the water rates for the water used by the Party of the Second Part for Lodge purposes only, provided however, and it is agreed between the parties hereto that in case the heating apparatus and pipes connected therewith or the water pipes in said Travellers' Building is or are injured or destroyed by accident or freezing or the negligence or unskilfulness of the servants of the Parties of the First Part or any other person soever or by any other cause whatsoever, the Parties of the First Part will repair or replace the same with reasonable despatch having reference to the season in which such injury happens, but they will not be responsible for any inconvenience or loss or damage in respect thereof sustained by the Party of the Second Part or the members of the Party of the Second Part or any person claiming under said Party of the Second Part, nor will they be responsible for any damage, loss or inconvenience sustained by the Party of the Second Part or the members of the Party of the Second Part or any person claiming under said Party of the Second Part in the event of failure of any Electric Light Company or Gas Company to furnish a supply of light for use of the said Hall or Travellers' Building or by reason of the electric wiring or other apparatus in the Building becoming out of order nor for any damages, loss or inconvenience sustained by the Party of the Second Part or the members of the Party of the Second Part or any person claiming under said Party of the Second Part in the event of any injury to or the destruction of or failure to work of any of the water, drainage or waste pipes in said Building or Hall or water from the roof of the Building or for any damage, loss or inconvenience caused by any act, neglect, matter or thing done or suffered to be done by any clerk, employee or servant of the Parties of the First Part or any other tenant of the Building or any servant, employee, agent, client or customer of such tenant, and that the Party of the Second Part and the servants, employees, agents, clients and customers of the Party of the Second Part shall be entitled to the free use of the elevator in said Travellers' Building in common with the other tenants at all times while the same is running, and that the said Parties of the First Part will keep the said elevator running during general business hours except on Sundays, Civic and Public Holidays, subject to unavoidable interruptions arising from any cause whatsoever, and it is agreed that the Party of the Second Part, the members, servants, employees, agents, clients and customers of the Party of the Second Part and all other persons hereby permitted to use such elevator shall do so at his, her or their sole risk, and under no circumstances shall the Parties of the First Part be held responsible for any damage or injury happening to any person while using such elevator or occasioned to any person by such elevator or any of its appurtenances no matter how such damage or injury may have happened or been caused, and that the Party of the Second Part, the members and the servants, employees, agents, clients and customers of the Party of the Second Part shall have the right to use the lavatories when in working order in common with the other tenants, and that the said Parties of the First Part will keep the halls and stairway leading to the said Hall sufficiently lighted during business hours, subject to interruptions arising from any cause whatever, but shall not be held responsible for any damage or injury happening to any person by reason of the said halls and stairways not being sufficiently lighted.

13. The Parties hereto agree as follows, that in case the said Travellers' Building or any part thereof shall at any time during the period hereinbefore mentioned be burned down or damaged by fire, lightning or tempest so as to render the same unfit for the purposes of the Parties of the Second Part, of which the Parties of the First Part shall be the sole judge, and so often as the same shall happen the rent or payment hereby reserved or a proportioned part thereof according to the nature and extent of the injuries sustained and all remedies for recovering the same shall be suspended and abated until the said premises shall have been rebuilt or made fit for the purposes of the Party of the Second Part, subject, however, to the rights of the said Parties of the First Part in the event of such destruction or partial destruction as aforesaid as in their discretion they shall think fit to declare the said right of the Party of the Second Part to use or occupy the said Hall as aforesaid to be forthwith terminated, which declaration may be evidenced by the mailing of a notice to that effect to the Party of the Second Part, postage paid and registered addressed to the Party of the Second Part at Winnipeg, Manitoba, and in such event this Agreement shall thereupon be thereby cancelled and at an end and payments hereinbefore provided for by the Party of the Second Part shall be paid by the Party of the Second Part only up to the time of such destruction at the rate of **Six Dollars** per meeting of said Lodge, or each time when said Lodge should or might have met as aforesaid during the month in which said damage or destruction occurred.

14. It is also agreed between the parties hereto that if the right to the use or occupancy of the said Hall hereby granted or any of the goods and chattels of the Party of the Second Part shall be at any time seized or taken in execution or in attachment by any creditor of the Party of the Second Part, or if a Writ of Execution shall issue against the goods and chattels of the Party of the Second Part, or if the Party of the Second Part shall make any Assignment for the benefit of creditors or become bankrupt or insolvent or take the benefit of any act which may be then in force for bankrupt or insolvent debtors, or be wound up, or abandon or shall attempt to abandon said premises, or shall attempt to dispose of the goods and chattels on the said premises so that there would not in the event of such sale or disposal be in the opinion of the Parties of the First Part a sufficient distress on the premises for the moneys then accruing due from the Party of the Second Part to the Parties of the First Part, then the sum of **Thirty-six** Dollars, being equivalent to the payment for the use and occupancy of said Hall for three months shall immediately become due and payable in advance, and the same shall be paid to the Parties of the First Part as liquidated damages and not as a penalty, and the right of the Party of the Second Part to the use or occupancy of said Hall or any part of the said Travellers' Building shall at the option of the Parties of the First Part forthwith become forfeited and determined.

15. The Party of the Second Part shall not use any other means of lighting the said premises than in general use as installed by the Parties of the First Part in the said Building.

16. The Parties of the First Part agree to well and sufficiently light said Hall for the Party of the Second Part during the said periods of said use and occupancy of the same by the Party of the Second Part.

17. Provided always, and it is hereby expressly agreed that if the payments hereby reserved or any part thereof shall not be paid punctually as same shall become due, although no formal demand shall have been made therefor, or in case of the breach or non-performance of any of the covenants or agreements herein contained on the part of the Party of the Second Part, then and in either of such cases it shall be lawful for the Parties of the First Part at any time thereafter into and upon the said premises, viz.: said Hall, Lockers or any part thereof, and in the name of the whole to re-enter and the same to have again, re-possess and enjoy as of his or their former stead, anything herein contained to the contrary notwithstanding.

18. Provided that should the business carried on by the Party of the Second Part in the said premises be at any time a nuisance to or should it prejudicially affect the enjoyment of the premises occupied by any of the other tenants or occupants in the said Travellers' Building through noise or otherwise, of which the Parties of the First Part shall be the sole judge, this Agreement may at any time be cancelled by the Parties of the First Part mailing a notice in a registered letter to the Party of the Second Part addressed to the Party of the Second Part at Winnipeg, Manitoba, and that at the expiration of one week from the day the said notice shall have been so mailed, this Agreement shall come to an end and be cancelled and possession of said Hall shall be delivered to the Parties of the First Part without further action on the part of the Parties of the First Part.

19. The Parties of the First Part shall not be responsible for any loss occasioned to the Party of the Second Part or any member of the Party of the Second Part by reason of the loss of hats, cloaks or any other garment or wearing apparel or any goods or chattels, the property of the Party of the Second Part, left in said Travellers' Building or any part thereof or entrusted to the Parties of the First Part or any person for them in said Travellers' Building.

20. The Party of the Second Part hereby agrees that said Party will indemnify and save harmless the Parties of the First Part from and against all actions, claims and demands by reason of any injury sustained by any member of the Lodge of the Party of the Second Part or by any clerk, servant or employee of such Party or by any messenger, customer or person having business dealings with the Party of the Second Part by reason of any act or neglect of the Parties of the First Part or any clerk, servant or employee of said Parties of the First Part in connection with the operating of or any defect in the plumbing, heating, electric wiring or elevator in said Travellers' Building or any plant or machinery used in connection therewith or by reason of any loss sustained by any of the foregoing persons by reason of the loss, damage to or destruction of any garment or wearing apparel or any goods or chattels left in said Travellers' Building or entrusted to or left with the Parties of the First Part or any person for them by any of the said persons hereinbefore mentioned.

21. The Parties of the First Part agree that they will furnish to the Party of the Second Part in some place in the said Travellers' Building convenient to them a locker for the Party of the Second Part.

22. The covenants herein contained on the part of the Party of the Second Part shall be construed to be several as well as joint. It is also agreed between the Parties hereto that the words "Parties of the First Part" and "Party of the Second Part" shall mean and include and inure to and be binding upon the Parties hereto and their executors, administrators or assigns or successors and assigns, as the case may be.

IN WITNESS WHEREOF the Parties hereto have executed these presents.

SEALED with the Corporate Seal of the
Parties of the First Part,
in the presence of

SIGNED, SEALED AND DELIVERED
by the Party of the Second Part,
in the presence of

J. H. Lee
*Brotherhood of Locomotive
Firemen & Enginemen 1257*
W. Brennan
Acting Recording Secretary.

Dated January 1st. 1921

The North-West Commercial Travellers'
Association of Canada

and

Brotherhood of Locomotive
Firemen and Enginemen 127

Agreement

Term Twelve Months

Expiry Date December 31st, 1921.

Brotherhood of Locomotive Firemen and Enginemen

H. H. Lynch

404 Warwick Apts.
General Chairman.

To:-

S. of L. E. and S. of L. E. and S.

District

Be the most of an expert & since in the business about January 1921, or after the grain movement is over. I would suggest relieving all engineers and firemen on passenger to four thousand miles per month during the months of January, February, March and April, or until business picks up again in the spring. Also reduce all engineers and firemen on freight to thirty-two hundred miles per month during the same period. This would eliminate the laying off of so many members of the two labor organizations and help to give bread and fuel to every family. This is practicing the spirit of fraternity.

As a senior employee of this Company, I am willing to be reduced in miles to help some one else to have a living during the winter months. Doing this will be dealt with to the advantage of every employed.

Respectfully yours,

(Signed) J. Green

Engineer.

To be read at next regular meeting
Jan 2nd Filed

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

OFFICE OF PRESIDENT

November Bulletin

Cleveland, Ohio, December 1, 1920.

General Chairmen, Local Chairmen, State Legislative Representatives, and Recording Secretaries of Subordinate Lodges.

Sirs and Brothers:

WAGE MOVEMENT

By referring to previous bulletins it will be seen that the United States Labor Board began hearings covering "short line" railroads October 18, 1920. Hearings continued until October 28, when an adjournment was taken until November 4, 1920, at which time hearings were resumed and continued for several days. When the representatives of the railroads completed their presentation, another adjournment was taken until November 22, at which time closing arguments were made by both sides and the case closed November 24, 1920. The Board is now reviewing the testimony and evidence introduced in these hearings and while the Board did not indicate when a decision will be made, yet we hope that very little delay will be consumed.

It was the desire of the representatives of all of the organizations involved to include all roads in these hearings that had been certified up to October 18; however, the Board ruled that only such roads would be included that were certified up to September 29. We appreciate the fact that our members on the roads that were certified after September 29, and before October 18, 1920, will be disappointed because they are not included, yet we have no control over the Board regarding these matters.

By referring to the October Bulletin it will be seen that there are several short line railroads which were certified to the Labor Board before September 29, which roads have applied Decision No. 2 of the United States Labor Board: therefore, such roads were not included in hearings beginning October 18.

The following roads were considered as being properly before the Labor Board at such hearings, and the representatives from such roads were present and submitted testimony:—

ARIZONA & NEW MEXICO R. R.
ATLANTA & ST. ANDREWS BAY RY.
(ST. ANDREWS BAY R. R. & TERM. CO.)
BOYNE CITY, CAYLORD & ALPENA R. R.
BLUE RIDGE RY.
BUTTE, ANACONDA & PACIFIC RY.
CAROLINA & NORTHWESTERN RY.
CHARLOTTE HARBOR & NORTHERN RY.
CHICAGO & ILLINOIS MIDLAND RY.
COPPER RANGE R. R.
DAYTON, TOLEDO & CHICAGO RY.
DANVILLE & WESTERN RY.
DELAWARE & NORTHERN R. R.
DETROIT, BAY CITY & WESTERN R. R.
ERIE & MICHIGAN R. R. & NAVIGATION CO.
GAINESVILLE MIDLAND RY.
GEORGIA & FLORIDA RY.
GREEN BAY & WESTERN LINES
GREENWICH & JOHNSONVILLE RY.

GULF, FLORIDA & ALABAMA RY.
HIGH POINT, RANDLEMAN, ASHEBORO & SOUTHERN R. R.
HOUSTON & BRAZOS VALLEY RY.
INDIAN CREEK VALLEY R. R.
LAKE ERIE, FRANKLIN & CLARION R. R.
LOUISIANA & PACIFIC RY.
MANISTEE & NORTHEASTERN R. R.
MIDDLETOWN & UNIONVILLE R. R.
MINNESOTA, DAKOTA & WESTERN RY.
MACON, DUBLIN & SAVANNAH R. R.
PACIFIC COAST R. R. (STATE OF WASHINGTON)
SANDY RIVER & RANGELY LAKES R. R.
SPOKANE INTERNATIONAL RY.
SUMPTER VALLEY RY.
ST. LOUIS & HANNIBAL R. R.
SUSQUEHANNA & NEW YORK R. R.
VIRGINIA & TRUCKEE RY.
WABASH, CHESTER & WESTERN R. R.
YADKIN R. R.

The following railroads were certified to before September 29, 1920, but there were no representatives from these roads to speak, or present testimony, during the hearings. We insisted that such roads should be included with the roads above mentioned when decision is made. While the Board did not make a definite decision on this phase of the question, yet we feel confident that such roads will be included as the responsibility for failure to have representatives present at the hearings rests with these railroad companies.

CENTRAL NEW YORK SOUTHERN R. R.
DENVER & INTERURBAN R. R.
EAST BROAD TOP R. R. & COAL CO.
ESCANABA & LAKE SUPERIOR R. R.
FT. SMITH, SUBIACO & ROCK ISLAND R. R.
INTERSTATE R. R.
MEMPHIS, DALLAS & GULF R. R.
MIDLAND TERMINAL RY.
PHILADELPHIA, BETHLEHEM & NEW ENGLAND R. R.
SAVANNAH & ATLANTA RY.
TEXAS CITY TERMINAL CO.
WOOD RIVER BRANCH R. R.

For the information of our members, the following railroads have been certified to the Labor Board since September 29, 1920:—

ARKANSAS & LOUISIANA MISSOURI RY.
BUTLER COUNTY R. R.
CANTON R. R.
CHICAGO, LAKE SHORE & SOUTH BEND R. R.
ELECTRIC SHORT LINE RY.
FRANKFORT & CINCINNATI R. R.
LA CROSSE & SOUTHEASTERN RY.
MC CLOUD RIVER R. R.
NORTHEAST OKLAHOMA RY.
PACIFIC COAST RAILWAY
PORT TOWNSEND & SOUTHERN RY.
ST. LOUIS, EL RENO & WESTERN R. R.
TEXAS & OKLAHOMA EASTERN RAILWAY
(DEQUEEN & EASTERN R. R.)

It shall be our purpose to secure hearings for the roads last above mentioned just as soon as possible.

There are a great many short line railroads coming within the provisions of the Transportation Act 1920, where negotiations are now being conducted between our representatives and the officers of their respective roads, and we hope that when the committees have exhausted every reasonable effort to effect a settlement they will notify this office, furnishing letter from their respective general managers, or officers whom they deal with, showing the railroad company's attitude in declining to grant increases in pay.

At this writing we have received no information from the Board as to when we may expect a decision on rules covered in our original proposition. It shall be our purpose to prevail upon the Board to give consideration and make a decision on such rules as soon as possible, as we are extremely anxious to have this matter cleaned up.

DECISIONS RENDERED BY THE UNITED STATES RAILROAD LABOR BOARD

I have been advised by the Secretary of the United States Railroad Labor Board, that it will be impossible to supply this office with a sufficient number of copies of decisions rendered by the Labor Board, to furnish each general chairman, local chairmen, state legislative representatives and recording secretaries with a copy. It has been deemed advisable to publish all decisions, addendums, and interpretations to decisions, affecting the membership of this organization, rendered by the Board, in the monthly bulletin until some future arrangement has been agreed upon.

Up to the time of this bulletin going to press, the following decisions, addendums and interpretations to decisions have been rendered by the United States Railroad Labor Board:

UNITED STATES RAILROAD LABOR BOARD
Chicago, Illinois, July 29, 1920
Addendum No. 1 to Decision No. 2.
(Case No. 84.1)
Decision No. 2 (Dockets 1, 2 and 3)
International Association of Machinists, et al,
VS.

The Atchison, Topeka & Santa Fe Railway, et al.

ENTRY: Relating to the Alton & Southern Railroad and its employees.

It having been made to appear that prior to the rendition of the decision herein, a dispute (within the meaning of Section 301 of the Transportation Act of 1920) existed between the Alton & Southern Railroad and the organizations of the employees included herein; that said dispute had not been decided in conference between representatives of the said carrier and of the said employees for the reason that such conference had been sought by said employees but refused by the said carrier; and, it further appearing that the said dispute was thereupon referred by the parties thereto to the Board for hearing and decision:

Now, therefore, it is ordered that the Alton & Southern Railroad be made a party to this dispute (Dockets 1, 2 and 3) and that the decision herein be applied to it with the same force and effect as if the said carrier had been named originally in this decision as a party.

By order of

United States Railroad Labor Board,
R. M. BARTON,
Chairman.

Attest:

C. P. CARRITHERS,
Secretary.

UNITED STATES RAILROAD LABOR BOARD
Chicago, Illinois, August 5, 1920.
Addendum No. 2 to Decision No. 2.
(Case No. 83.1)
Decision No. 2 (Dockets 1, 2 and 3)
International Association of Machinists, et al,
VS.

The Atchison, Topeka & Santa Fe Railway, et al.

ENTRY: Relating to the Chicago, Milwaukee & Gary Railway Company and its employees.

On written application of the Chicago, Milwaukee & Gary Railway Company, to be made a party to this decision and to have the decision apply to said carrier, it is ordered that the application be granted, that the Chicago, Milwaukee & Gary Railway Company be entered as a party to this decision, and that all the provisions of the decision shall be applied to said carrier and the organizations of the employees included herein.

By order of

United States Railroad Labor Board,
R. M. BARTON,
Chairman.

Attest:

C. P. CARRITHERS,
Secretary

UNITED STATES RAILROAD LABOR BOARD

Chicago, Illinois, August 10, 1920.

Addendum No. 3 to Decision No. 2

(Case No. 72.2)

Decision No. 2 (Dockets 1, 2 and 3)

International Association of Machinists, et al,

VS.

The Atchison, Topeka & Santa Fe Railway, et al.

ENTRY: Relating to the Galveston Wharf Company and its employees.

On written application of the Galveston Wharf Company to be made a party to this decision and to have this decision apply to said carrier, it is ordered that the application be granted, that the Galveston Wharf Company be entered as a party to this decision, and that all the provisions of the decision shall be applied to said carrier and the organizations of the employees included herein.

By order of

United States Railroad Labor Board,
R. M. BARTON,
Chairman.

Attest:

C. P. CARRITHERS,
Secretary

UNITED STATES RAILROAD LABOR BOARD

Chicago, Illinois, August 25, 1920.

Addendum No. 4 to Decision No. 2.

(Case No. 70.2)

Decision No. 2 (Dockets 1, 2 and 3)

International Association of Machinists, et al,

VS.

The Atchison, Topeka & Santa Fe Railway, et al.

ENTRY: Relating to the Mississippi Central Railroad Company and its employees.

It having been made to appear that prior to the rendition of the decision herein, a dispute (within the meaning of Section 301 of the Transportation Act of 1920) existed between the Mississippi Central Railroad Company and the organizations of the employees included herein; that said dispute had not been decided in conference between representatives of the said carrier and of the said employees for the reason that such conference had been sought by said employees but refused by the said carrier; and, it further appearing that the said dispute was thereupon referred by the parties thereto to the Board for hearing and decision:

Now, therefore, it is ordered that the Mississippi Central Railroad Company be made a party to this dispute (Dockets 1, 2 and 3) and that the decision herein be applied to it with the same force and effect as if the said carrier had been named originally in this decision as a party.

By order of

United States Railroad Labor Board,
R. M. BARTON,
Chairman.

Attest:

C. P. CARRITHERS,
Secretary.

UNITED STATES RAILROAD LABOR BOARD

Chicago, Illinois November 9, 1920.

Interpretation No. 4 to Decision No. 2.

Docket No. 70

Brotherhood of Locomotive Engineers, and

Brotherhood of Locomotive Firemen and Enginemen

VS.

Louisville & Nashville Railroad Company.

Question.—Will the overtime rate for passenger engineers which in some instances was greater than one-eighth of the daily rate be increased in the same proportion as the daily rate under Decision No. 2?

Decision.—No. The overtime rate for engineers in passenger service shall be not less than one-eighth of the increased daily rate as provided for in Decision No 2 preserving former higher flat overtime rates.

By order of

United States Railroad Labor Board,
R. M. BARTON,
Chairman.

Attest:

C. P. CARRITHERS,
Secretary.

UNITED STATES RAILROAD LABOR BOARD

Chicago, Illinois, November 16, 1920.

Interpretation No. 5 to Decision No. 2.

Docket No. 71

Brotherhood of Locomotive Engineers, and
Brotherhood of Locomotive Firemen and Enginemen
VS.

Louisville & Nashville Railroad Company.

Question.—Shall the passenger minimum under paragraphs (a) and (b) of Article 1 of the existing agreement which provides a daily minimum of six dollars and five cents (\$6.05) for engineers and which is five cents (5c) in excess of the minimum rate established by Supplement No. 15 to General Order No. 27, be increased by Decision No. 2?

Decision.—Yes. Under Article VI, of Decision No. 2 it is provided that certain amounts per mile per hour, or per day, shall be added to rates established by or under the authority of the United States Railroad Administration. The minimum daily rate of six dollars and five cents (\$6.05) for engineers was established under General Order No. 27, and to this rate there should be added eighty cents (80c) as provided in Decision No. 2, thus making the minimum daily rate for engineers in passenger service six dollars and eighty-five cents (\$6.85).

By order of

United States Railroad Labor Board,
R. M. BARTON,
Chairman.

Attest:

C. P. CARRITHERS,
Secretary.

UNITED STATES RAILROAD LABOR BOARD

Chicago, Illinois, November 16, 1920.

Interpretation No. 6 to Decision No. 2.

Docket No. 72

Brotherhood of Locomotive Engineers, and
Brotherhood of Locomotive Firemen and Enginemen
VS.

Louisville & Nashville Railroad Company.

Question.—Shall the minimum rate for mine run service, provided for in paragraph (b) of Article 4 of the agreement for engineers which is six dollars and thirty-five cents (\$6.35) per day or for one hundred (100) miles or less be increased by Decision No. 2?

The minimum rate was retained by reason of the fact that it was higher than the mileage rate authorized by the application of supplement No. 15 to General Order No. 27 when certain classes of engines were used.

Decision.—Yes. Under Article VI, Decision No. 2, it is provided that certain amounts per mile, per hour, or per day shall be added to rates established by or under the authority of the United States Railroad Administration. The minimum daily rate of six dollars and thirty-five cents (\$6.35) for engineers was established under General Order No. 27, and to this rate there should be added one dollar and four cents (\$1.04) as provided in Decision No. 2, (mine runs coming within the class of service for which freight rates are paid), thus making the minimum daily rate for engineers in mine run service seven dollars and thirty-nine cents (\$7.39).

By order of

United States Railroad Labor Board,
R. M. BARTON,

Attest:

C. P. CARRITHERS,
Secretary.

UNITED STATES RAILROAD LABOR BOARD

Chicago, Illinois, November 16, 1920.

Interpretation No. 7 to Decision No. 2

Docket No. 76

Brotherhood of Locomotive Engineers, and
Brotherhood of Locomotive Firemen and Enginemen
VS.

Louisville & Nashville Railroad Company.

Question.—Shall the rates of pay for engineers and firemen, as covered by Article 28 (k), pages 40 to 43 inclusive, of the existing agreements between the Louisville & Nashville Railroad Company and its engineers and firemen, be increased by Decision No. 2?

The minimum daily and monthly rates previously in effect for the runs were higher than the revised main line rates as provided for in Supplements 15 and 24 to General Order No. 27.

Decision.—Yes. These minimum rates having been established by or under the authority of the United States Railroad Administration, and it having been the intent that the increases specified in Decision

No. 2 should be added to the rates of compensation thus established, the sum of one dollar and four cents (\$1.04) (this all being freight service) should be added to the several daily rates included in the table to which reference is made. Where monthly rates are quoted, such rates should be increased by one dollar and four cents (\$1.04) multiplied by the number of days constituting a month for regular assigned local crews other than crews assigned on 3-crewed monthly salaried locals.

By order of

R. M. BARTON,
Chairman.

Attest:

C. P. CARRITHERS,
Secretary.

UNITED STATES RAILROAD LABOR BOARD

Chicago, Illinois, October 29, 1920.

Decision No. 10 (Docket 20).

Brotherhood of Locomotive Engineers, and
Brotherhood of Locomotive Firemen and Enginemen
VS.

The New York Central Railroad Company
(West of Buffalo)

The parties to the disputes were unable to agree upon a rule covering deadhead service.

Decision.—The Board decides the following to be a just and reasonable rule as applying to this case:

All deadheading will be paid for at the rate that applied to the last service performed and such service will be shown on deadhead slips.

Engineers and firemen when deadheading by proper orders shall receive half pay for such deadhead trip, except when deadheaded on freight trains when they shall receive full pay (hours or miles), and when they do not get out of a terminal within six hours after arrival on such deadhead trip, they shall receive one day's pay. Engineers and firemen called to deadhead on freight trains shall be notified of the time at which they are to report and shall be considered on duty from such time.

It is understood that the six-hour provision will not apply where engineers and firemen are used for a service trip and deadheaded to a terminal on a continuous time basis and paid as though service had been performed for the entire period.

Assigned deadheading shall be paid for the same as service.

By order of

United States Railroad Labor Board
R. M. BARTON,
Chairman.

Attest:

C. P. CARRITHERS,
Secretary.

UNITED STATES RAILROAD LABOR BOARD

Chicago, Illinois, October 29, 1920.

Decision No. 11 (Dockets 21, 22 and 23)

Brotherhood of Locomotive Engineers, and
Brotherhood of Locomotive Firemen and Enginemen
VS.

The New York Central Railroad Company
(West of Buffalo)

The cases in dispute were as follows:

Docket No. 21.—Request for new method of computing compensation when required to do switching at the final terminal.

Docket No. 22.—Request for additional compensation for handling passenger equipment trains between LaSalle Street and Root Street, Chicago, Illinois.

Docket No. 23.—Request for additional compensation under rule providing for payment of time after engine is placed on designated track at terminals to allow for inspection of engine and making of reports.

Decision.—The Board decides that no change should be made at this time in the existing rules or working conditions that now obtain in the cases presented.

By order of

United States Railroad Labor Board
R. M. BARTON,
Chairman.

Attest:

C. P. CARRITHERS,
Secretary.

UNITED STATES RAILROAD LABOR BOARD

Chicago, Illinois, November 23, 1920.

Decision No. 21 (Docket 55).

Brotherhood of Locomotive Engineers
Brotherhood of Locomotive Firemen and Enginemen
Order of Railway Conductors, and
Brotherhood of Railroad Trainmen
VS.

Denver and Salt Lake Railroad Company

Question.—Claim of Engineer C. B. Chidister, Fireman Z. W. Harks and C. C. Dixon for refund of moneys deducted from their pay, second period of March, 1920, to cover alleged overpayments, first period same month.

The submission contained the following joint statement of facts:

Section A, Rule 41 of Engineers, Firemen and Hostlers' schedule, effective December 1st, 1919, reads as follows:

(a) Except in emergency, Engineers or Firemen will not be required to operate rotary snow plow, but if so used will receive following rates:

Engineer: Daily class rate of engine from which taken.

Firemen: When firing, running or piloting rotary snow plow, will receive daily class rate of engine from which taken.

Extra Engineers or firemen will receive class rate for engines weighing 170,000 to 200,000 pounds on drivers.

Above to be computed upon basis of one (1) day for eight (8) hours, or less, overtime three-sixteenths of the daily rate, full time to be allowed while held in service.

Section A, Rule 4, contains a table of rates covering the several classes of engines, Section B of same rule reads as follows:

(b) The basis of computation shall be double the mileage rates in above table between mile posts 53 and 80.

The above mentioned employees claimed time and were paid the double mileage rate for all miles made in the territory between mile posts 53 and 80. Later deductions were made to cover payments of all moneys paid for excess mileage allowed between mile posts 53 and 80.

Decision.—It is stated, and not contradicted, that for the past ten years the enginemen operating the rotary snow plow have been paid in the same manner as the engine crew who were used to push the plow; also, that rules governing those payments have not been changed. Claim of the employees is therefore sustained.

By order of

United States Railroad Labor Board

R. M. BARTON,

Chairman.

Attest:

C. P. CARRITHERS,
Secretary.

UNITED STATES RAILROAD LABOR BOARD

Chicago, Illinois, November 23, 1920.

Decision No. 22 (Docket 56)

Brotherhood of Locomotive Engineers
Brotherhood of Locomotive Firemen and Enginemen
Order of Railway Conductors, and
Brotherhood of Railroad Trainmen
VS.

Denver and Salt Lake Railroad Company

Question.—Claim of Engineer E. W. Bell, Fireman P. J. Kohut, Conductor W. H. Hall, Brakeman L. Bartholomew and D. O'Connor for refund of moneys deducted from their pay, month of May, 1920, to cover alleged overpayments in the previous month.

The submission contained the following joint statement of facts:

The employees making the claim were called at Denver on April 14, 1920, to handle rotary snow plow. This being a regular pool freight crew and not regularly assigned to snow plow work, proceeded to a point near mile post 60, returned to Tolland, which is located near mile post 47, and at which point they were tied up.

The claim involved the question of pay for all time tied up in excess of the regular rest period. Claim was paid and later, after the Company had reclassified unassigned snow plow service, as work train service, took the position that the crew could be tied up under the same conditions as a work train, and deductions from their pay were made for all the time tied up in excess of minimum legal period of duty.

Decision.—Unassigned snow plow service has heretofore been paid under freight rules, and in the absence of a specific rule or agreement between the employees and the company regarding this particular class

of service, the Board decides that the precedent established, and which is of long standing, should not be changed by this decision. Therefore, the claim of the employees is sustained.

By order of

United States Railroad Labor Board

R. M. BARTON,

Chairman.

Attest:

C. P. CARRITHERS,
Secretary.

UNITED STATES RAILROAD LABOR BOARD

Chicago, Illinois, November 23, 1920

Decision No. 23 (Docket 57)

Brotherhood of Locomotive Engineers
Brotherhood of Locomotive Firemen and Enginemen
Order of Railway Conductors, and
Brotherhood of Railroad Trainmen
VS.

Denver and Salt Lake Railroad Company

Question.—Claim of Conductor W. C. Canann and Brakemen J. J. Simpson and G. E. Webb for refund of money deducted from their pay, account ruling of the Company which places unassigned snow plow service in the same category as work train service.

The submission contained the following joint statement of facts:

The above named men assigned to freight service, were called at Denver for west bound trip, being ordered to report for duty at 2:50 a. m., April 15, 1920; left at 3:10 a. m., and upon arrival at Tolland, picked up snow plow and operated same from Tolland to mile post 59; then returned to mile post 52; thence to mile post 59, then returned to Tolland, an intermediate point, reaching that point at 7:20 p. m., and were tied up for rest at 7:30 p. m., having been on duty sixteen hours and forty minutes.

Crew was called at 7:15 a. m. for duty April 16, and resumed snow plow service, running over practically the same territory, returning to Tolland, an intermediate point, at 3:20 a. m., April 17, having been on duty twenty-two hours and fifty minutes. This crew's period of rest was up at 1:20 p. m., April 17. Crew was called again at 1:20 p. m., April 17, and released until 10:00 p. m., at which time crew resumed duty, leaving Tolland for Denver at 12:30 a. m., April 18, 1920, which point (Denver) they reached at 9:45 p. m., April 19.

Crew claims continuous time, less time tied up under the law.

Time was originally allowed as claimed, but re-check was made and eleven hours deducted under the Company's ruling, which ruling reclassified unassigned snow plow service and placed same in the category of work train service. It is agreed by the parties at interest that the contentions in this case are similar to the contentions in Docket No. 56.

Decision.—Unassigned snow plow service has heretofore been paid under freight rules, and in the absence of a specific rule or agreement between the employees and the Company regarding this particular class of service, the Board decides that the precedent established, and which is of long standing, should not be changed by this decision. The claim of the employees is therefore sustained.

By order of

United States Railroad Labor Board

R. M. BARTON,

Chairman.

Attest:

C. P. CARRITHERS,
Secretary.

MEMBERSHIP

On December 1, 1920, the membership of this Brotherhood was 124,389 which represents a gain of 1,153 during the month of November.

Yours fraternally,



President

Official Circular of the Grand Lodge

Brotherhood of

Locomotive Firemen and Enginemen

Office of the President

Cleveland, Ohio, December 6, 1920

TERMINATION OF STRIKE INVOLVING MEMBERS OF THE B. OF L. E., B. OF L. F. & E. AND B. OF R. T., JONESBORO, LAKE CITY AND EASTERN RAILROAD

TO OFFICERS AND MEMBERS OF SUBORDINATE
LODGES:—

Sirs and Brothers:—

On June 25, 1915, a legal strike of engineers, firemen and trainmen was declared on the Jonesboro, Lake City and Eastern Railroad because of the refusal of the company to negotiate suitable schedules governing pay and working conditions of employees. This strike has been faithfully observed by members of these organizations until this time.

The property is now in the hands of an entirely new management and after consulting the wishes of the former employes on that road the strike was officially terminated on December 6, 1920.

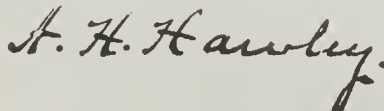
The foregoing will indicate to our members that they are at liberty to accept employment on the Jonesboro, Lake City and Eastern Railroad when employment is available should such be their desire.

Yours fraternally,



President.

Attest:



General Secretary and Treasurer.



Brotherhood of Locomotive Firemen and Enginemen

A. H. Hawley,
General Secretary & Treasurer

Cleveland, Ohio. December, 16, 1920.

Lodge No. 127 Name Cecil H. Trites Application No. 221

Dr. W. B. Cory,
General Medical Examiner,
Cleveland, Ohio.

Dear Sir and Brother:-

I hand you herewith papers in connection with Application for
Consumptive Allowance of member named above.

Fraternally yours,

A. H. Hawley.

General Secretary and Treasurer.

CC to R.S. 127-485

Brotherhood of Locomotive Firemen and Enginemen

Medical Department:

W. B. Cory, M. D.

General Medical Examiner

Cleveland, Ohio. 12-16 -20.

~~C. H. Frites~~

~~Cambridge, Mass.~~

Dear Sir and Brother:

I am just in receipt of your disability claim from the General Secretary and Treasurer, Brother Hawley. It is my intention to examine you at my earliest opportunity and in order that any and all unnecessary delay be avoided in adjudicating your claim, I request you to keep me advised at all times of any change in your address, so that when I am in position to handle your claim I can communicate with you without delay.

Your attention is called to Art. 2, Sec. 6, Par. (d) of the Constitution which reads, "He shall set a time and place where he will conduct, or cause to be conducted, an examination of applicant for total disability. He shall notify applicant of such time and place and advise him to present himself prepared to undergo an examination. In case an applicant for total disability fails to present himself at the time and place set by the General Medical Examiner, unless prevented from doing so because of good and sufficient reasons, he will not be entitled to an examination until such time as the duties of the General Medical Examiner require him to again visit that section of the country where the applicant is located".

I shall notify you of the exact time and place of your examination. Please answer all telegrams promptly and present yourself for examination as requested and await my arrival. In the event that I am delayed I shall advise time of probable arrival at our meeting point.

In the event you are requested to travel, and are unable to secure transportation from your company, your railroad fare for the round trip, will be refunded by the Brotherhood upon presentation of receipts for such fare.

At the time of examination please have in possession your policy, official receipt for the current month, and, if for consumption allowance, a specimen of your sputum, collected in a wide mouth bottle, on the morning of your examination.

These instructions are important and should not be overlooked.

With best wishes, I remain,

Yours fraternally,

W. B. Cory M.D.

General Medical Examiner.

CAMPBELL & CAMPBELL

BARRISTERS & SOLICITORS

DAVID CAMPBELL
O. H. CAMPBELL, LL.B.

709 ELECTRIC RAILWAY CHAMBERS
WINNIPEG, MAN.

December 15th, 1920.

Mr. M.F. Valley,
279 McCrea Avenue,
Winnipeg, Manitoba.

Dear Sir:

Some time ago you called at our office regarding an account sent to Lodge 127 from Peacock & Skene re Morfield. Upon your instructions we wrote to Lodge 635 at Calgary to ascertain whether or not they intended paying this account, and if they had guaranteed it. We also suggested to them that they ask Messrs. Peacock & Skene for a reduction in the bill if they intended to pay it. Mr. Ellis, Recording Secretary of Lodge 635 informs us that they undertook to pay this account, but that acting on our instructions they asked Messrs. Peacock & Skene for a reduction, which they were successful in obtaining and they have paid \$50.00 in full settlement. If Lodge 127 is still of the opinion that they should reimburse Lodge 635 a cheque can be mailed to them for \$50.00

If you require the correspondence in this matter we shall be pleased to hand same over to you.

In sending this money to them we would advise your telling them that you do not make a practise of paying such accounts as these, and ask them not to give their undertaking in a similar case again.

Yours truly,

CAMPBELL & CAMPBELL

Per. *ONC.*

3-2.

*This has been paid can now
be filed
C. H. M.*

CAMPBELL & CAMPBELL

BARRISTERS & SOLICITORS

DAVID CAMPBELL
O. H. CAMPBELL, LL.B.

709 ELECTRIC RAILWAY CHAMBERS

WINNIPEG, MAN.

December 23rd, 1920.

Mr. C. Brennan,
~~6~~111 Elgin Avenue,
Winnipeg, Manitoba.


Dear Sir:

We have received a letter from Lodge 635 re Peacock & Skene. We wrote to them some months ago asking whether or not they had undertaken to pay this bill, and advising them if they had done so to ask Messrs. Peacock & Skene for a reduction. They advise us that they have paid the account, and that acting upon our instructions they asked for a reduction and were successful in having the bill cut in half.

We are enclosing herewith the correspondence. We have written to the Calgary Lodge asking them to send the receipt direct to you.

Yours truly,

CAMPBELL & CAMPBELL

per. 

3-2.

December 15th, 1920.

Mr. E.P. Valley,
279 McCrea Avenue,
Winnipeg, Manitoba.

Dear Sir:

Some time ago you called at our office regarding an account sent to Lodge 127 from Peacock & Shene re Merfield. Upon your instructions we wrote to Lodge 635 at Calgary to ascertain whether or not they intended paying this account, and if they had guaranteed it. We also suggested to them that they ask Messrs. Peacock & Shene for a reduction in the bill if they intended to pay it. Mr. Ellis, Recording Secretary of Lodge 635 informs us that they undertook to pay this account, but that acting on our instructions they asked Messrs. Peacock & Shene for a reduction, which they were successful in obtaining and they have paid \$50.00 in full settlement. If Lodge 127 is still of the opinion that they should reimburse Lodge 635 a cheque can be mailed to them for \$50.00.

If you require the correspondence in this matter we shall be pleased to hand same over to you.

In sending this money to them we would advise your telling them that you do not like a practice of paying such accounts as these, and ask them not to give their undertaking in a similar case again.

Yours truly,

CAMPBELL & CAMPBELL

Per.

Brotherhood of Locomotive Firemen & Enginemen

Sandstone City Lodge, No. 635



Calgary, Alta., Dec 9th 1920

D. Campbell Esq.

DEC 13 1920

Dunnipeg.

Dear Sir.

In regards to your letter received some time ago re. Lumber Peacock's bill of 100 \$.

to see if we could not get same reduced.

Well I have been successful in regards to this bill by having cut in half. that is 50 \$ and 635. paided same, so if Dunnipeg lodge is satisfied with this would have them remitt the 50 \$ to Lin Acc. of 635. Dunnipeg.

Hoping this will be satisfactory.

Yours.
Frat.

J. Ellis

Res. Sec.

PEACOCK & SKENE

BARRISTERS, SOLICITORS, NOTARIES, ETC.

CALGARY, CANADA

September 9, 1920.

279 Peacock
M. F. Valley, Esq.,
299 MacKray Avenue,
Winnipeg, Manitoba.

Dear Sir:

Re Morefield

We beg to acknowledge receipt of your letter of the 7th, and note the standing taken by the Northern Light Lodge No. 127 in regard to one of their members, G. W. Morefield. We were employed by the Sandstone City Lodge and will look to them for payment of our fees and disbursements.

We are forwarding a copy of your letter to us and our letter to you in reply, to the Sandstone City Lodge. It seems too bad that the Calgary Lodge should be the sufferers for this man for doing their duty for a member of your Lodge who had his card showing that he was in good standing.

Yours faithfully,

PEACOCK & SKENE,

Per *W. V. P.*

MBP/KT.

PHONE-M2255

CABLE ADDRESS-"PEASKE"

M. B. PEACOCK, LL.M.

G. W. SKENE, B. A.

PEACOCK & SKENE

BARRISTERS, SOLICITORS, NOTARIES, ETC.

CALGARY, CANADA

200 Lansdowne Bldg.

July 31, 1920.

Fred Elliott, Esq.,
Suite 36,
242 MacKray Street,
Winnipeg, Man.

Dear Sir:

One George W. Morefield who is a member of the Locomotive Fireman & Engineers got into trouble here in Calgary. The Secretary here employed us to act for him. We succeeded in getting him off upon repayment of the amount of the cheque he cashed for \$22.75 and payment of costs amounting to \$4.50.

Our fees including disbursements is \$100. Morefield agreed to pay this amount. We however have charged the amount up to your account and you can charge it to his lodge in Winnipeg. If he should pay this account to us, we will forward it either to you or to the lodge.

Yours faithfully,

PEACOCK & SKENE

Per. *[Signature]*

MBP/BW.

[Handwritten mark]

(b)



To be read at some future meeting
Nov. 7, 1920

DAVID CAMPBELL

Barrister & Solicitor

709 ELECTRIC RAILWAY CHAMBERS

WINNIPEG, MAN.,

October 2, 1920.

Dear Sir & Brother;-

During the past six years I have been in constant and close touch with the Railway men of Canada, and have been called upon to advise them in many respects. One of the chief sources of trouble has been the investment by railroad men of their money in various financial schemes which usually came to grief and left and imposed a serious liability upon the investor. Thousands upon thousands of dollars of hard earned money have been lost in this way to my personal knowledge.

Frequently I am asked for my advice upon an investment, and during the past six months I have given this matter considerable attention and careful thought, and I am taking the liberty of presenting to your membership my conclusions, and also some advice which, if followed, I feel confident will not only avoid the loss of money, but will secure a safe investment upon which a substantial and increasing rate of interest or rather dividends will accrue to the investor.

In considering an investment there are two main essentials; first, the security from loss, and secondly, the profit obtained from the investment. The ideal investment, particularly for men of small means, is the one which embodies both of these principles. In looking over the large field of inducements there are many, of course, which appeal to one as being sound, such as the purchase of bonds or debentures from Municipalities and the various provinces, but these are usually long time loans at a rather low rate of interest.

Probably the best investment is that of a first mortgage on improved revenue bearing real estate. It is absolutely safe, but the investor's money comes back to him from time to time, and he must constantly seek new loans in order to take up his funds as they return. Otherwise he loses his rate of interest. Having regard to a safe and also profitable investment, it is my opinion that the best investment is the purchase of stock in a Mortgage Company which is being wisely and carefully managed, because it combines security for your investment with the highest rate of first mortgages at a minimum cost of supervision and handling.

DAVID CAMPBELL

Barriater & Solicitor

709 ELECTRIC RAILWAY CHAMBERS

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WINNIPEG, MAN.,

With this in mind I have for some time considered the advisability of forming a Mortgage Company solely for Railroad men, so as to make available to them a safe and remunerative investment. This, however, requires a lot of time and labor which are not at my disposal, and it therefore seemed better if upon looking over the ground, I could find a young company which would fill the bill. I have selected the Canadian Bond & Mortgage Corporation of this city. Upon investigation I am convinced that this company has been exceptionally well managed and is in the hands of careful and shrewd business men. It was organized in 1913, and through the trying financial years of the war it has survived without a blemish. Its authorized capital is \$5,000,000, and there are 6,558 shares now sold at a par value of \$100 each. The stock at the present time is valued at \$115.00 per \$100.00 share, that is \$15.00 above par, but I am making arrangements whereby it can be purchased at \$105.00 a share for the next four months.

The Company has so far only invested its own funds, and in addition to paying a 6% dividend and all costs of operation, have set aside quite a large reserve fund. The old mortgage companies of this country are at this time paying dividends of from 10% to 15%. This is done by selling debentures in the money markets of Great Britain and Europe where money can be had in normal times at from 3½% to 4%, and this is loaned out at our mortgage rates here, so that the shareholders receive not only the profits on their own money, but the profits on this borrowed money. This method of financing is perfectly safe and sound and incurs no particular risk of loss so long as the company selects proper mortgage investments, of which there is no scarcity in this country.

This Company has not been able to borrow money on debentures in the money markets of Europe, because up to the present time the war situation has absorbed all the financial resources in the various money markets, but within two or three years' time the situation will revert to pre-war conditions, and plenty of money will then be available. This Company will then be in a position to take advantage of cheap money. Now is the time to invest in its stock.

As mentioned above I have given this matter consideration and careful thought in order that a safe investment could be found for those in whom I am interested, which will be a permanent and profitable investment. If those who can set aside

DAVID CAMPBELL

Barrister & Solicitor

709 ELECTRIC RAILWAY CHAMBERS

WINNIPEG, MAN.,

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\$100.00 now and then will buy shares in this Company, it is my opinion that they will never have cause to regret it, and they will be establishing a systematic savings which is bound to be beneficial. I am personally investing some money in this Company myself, and hope to be able to associate with it, and to be in a position from time to time to have an oversight of its investments and financial operations.

Investing money on industrial or stock market ventures with the idea of huge profits very often brings disappointment and loss. I am taking the liberty of recommending this to your membership, having in mind a safe and profitable permanent investment, which can be added to and increased by a few dollars at a time, as individual circumstances will permit.

I wish you would direct the attention of your members to this communication from time to time in order that they may have an opportunity, and if those who desire to invest will drop me a line at any time I think that I can secure the stock for them at the above rate for the next few months. Further information and financial report of the auditors will be sent on request.

With best wishes, I am,

Yours fraternally,

D. Campbell



IMPORTANT.

Form S19

50m-3-12

5

APPLICATION

FOR

Beneficiary Certificate

BROTHERHOOD OF LOCOMOTIVE

FIREMEN AND ENGINEMEN

.....
(Name of Applicant. Write first name in full)

REPORT OF INITIATION

I certify that the above named person was initiated as a
non-beneficiary member into

..... Lodge
(Name of Lodge)

No.....On.....19....
(Number of Lodge) (Month and Day) (Year)

..... Recording Secretary
(Secretary will sign his name)

REPORT OF GENERAL MEDICAL EXAMINER

REPORT OF GENERAL SEC. AND TREAS.

1. An applicant must not be less than 18 nor more than 45 years of age; and if more than 40 years of age he can not carry more than \$1500 of insurance.

2. A person desiring to apply for membership is first given an "Application for Membership," which he fills out and signs. This blank refers to age, occupation, residence, etc., and must be signed by two members in good standing. The applicant is then directed to call on the Medical Examiner, who examines the applicant and makes a report of his examination on the blank designated as the "Application for a Beneficiary Certificate." The "Application for Membership" is presented at the next regular meeting of the Lodge (or at a special meeting, if in the call therefor initiation of candidates shall be included), and referred to a committee of three, whose duty it shall be to promptly examine into the qualifications of the applicant and file their report upon the date of their appointment or at the first regular meeting thereafter. As soon as the "Application for a Beneficiary Certificate" comes into the possession of the Secretary, the applicant may be initiated. After the initiation the Secretary will fill in the "Report of Initiation," which appears at top of the title page of the Application for Beneficiary Certificate, sign his name thereto and immediately forward the Application for Beneficiary Certificate to the General Secretary and Treasurer, who will refer it to the General Medical Examiner, and, if approved by him and found to comply with the laws of the Order, a Beneficiary Certificate will be issued and forwarded to the Secretary of the Lodge.

3. The Application for Beneficiary Certificate must have been completed by the Local Medical Examiner and be in the Lodge Room at the time of initiation of applicant.

4. The Application for Beneficiary Certificate must be filled out in every question and other detail, including date of initiation, before it is forwarded to the Grand Lodge. Any omission whatever will cause the blank to be held in Grand Lodge office and form sent out to secure the omitted information.

5. An applicant failing to present himself for admission within sixty days after his medical examination shall forfeit his application fee and his right of admission into the Lodge. And his certificate of Medical Examination shall become null and void. Until an applicant presents himself for admission and is duly admitted by initiation, he shall not have any rights or privileges of membership. In case of some unavoidable occurrence, the Lodge may, by the consent of the International President or Assistant President, grant an extension of time in which to initiate applicant, but a new application for Beneficiary certificate must be filed with the Recording Secretary.

6. A member whose Application for Beneficiary Certificate has been rejected by the General Medical Examiner, shall not participate in the Beneficiary Department and shall be classed as a non-beneficiary member.

7. No member shall participate in the Beneficiary Department until his Application for Beneficiary Certificate has been approved by the General Medical Examiner. Pending such approval, he shall be a non-beneficiary member.

8. This application must be received at office of General Secretary and Treasurer within 75 days from date of medical examination or it is null and void.

**INSTRUCTIONS TO LOCAL
MEDICAL EXAMINERS.**

1. **Filling Blanks.** You will fill out the entire Application for Beneficiary Certificate from beginning to end, except the signatures of the applicant and the title page, on the outside. In no case should the applicant be permitted to fill out any part of the blank except his signature. Do not complete a blank that has been partially filled out by another. Use a new blank.

2. **Legal Beneficiaries.** See that a legal beneficiary is named. Legal beneficiaries in the Brotherhood are: "(a) wife; (b) child or children; (c) mother; (d) father; (e) brothers and sisters; (f) blood relations and dependent ones; (g) some charitable institution. The term child and children shall include step-children and legally adopted children. The term father and mother shall include step-father and step-mother, and the term brothers and sisters shall include half-brothers and half-sisters, but shall not include step-brothers and step-sisters." "Lodge," "Heirs," "Estate," "Legal Representatives," "Administrator," etc., cannot be named as beneficiaries; nor relatives "by marriage," unless they are dependent upon the applicant for support, which dependence must be plainly stated on this application by writing the word "Dependent" under the word "Relationship." If beneficiary is an adopted parent or child, send certified copy of adoption papers with this application.

3. **Amounts.** The Brotherhood issues policies for the following amounts: \$500, \$1,000, \$1,500, \$2,000 and \$3,000. Only one of which certificates will be issued to any member. *Be sure to state the amount desired.*

4. **Name of Beneficiary.** The full *given*, or Christian name of each beneficiary *must be written.*

5. **Addresses and Names of Applicants.** You are requested to keep the names and addresses of applicants for reference, should the application be returned for correction, completion or further information.


6. **Blanks.** Lodges are required to keep a supply of Applications for Beneficiary Certificates in the possession of Medical Examiners.

7. **Constitution.** Insist upon being furnished a copy of the Constitution and By-Laws of the B. of L. F. & E. by the Lodge for which you examine.

8. **Carefulness.** If the Medical Examiners will observe the above instructions, *if they will be sure that all questions are answered and that all signatures are affixed before the blank leaves their hands*, they will prevent the returning of applications for correction and completion, and will facilitate the issuing of policies to the members. Communications are requested from the Medical Examiners and will be held in confidence if so desired.

LOCAL EXAMINER'S CONFIDENTIAL REPORT

33 How long have you personally known this applicant?
34 What is his appearance as to health, vigor and build? *Well known. Well built.*
35 Do you believe the applicant has given full and true information in all respects? *Yes.*
36 Have you made a thorough examination of the thorax by auscultation and percussion, both front and back? *Yes.*

37 WEIGHT	HEIGHT	RESPIRATION STANDING	MEASUREMENT OF BARRED CHEST AND ABDOMEN				PULSE				
			Chest Measurement at Level of Fourth Rib		Girth of Abdomen at Level of Umbilicus		DATE Count Full Minute	CHARACTER			
<i>145</i> lbs.	<i>5 ft. 7 1/2 in.</i>	<i>18</i> Per Minute	Ordinary Inspira- tion	Forced Inspira- tion	Forced Expira- tion	Sitting	<i>45</i>	<i>Regular</i>			
			<i>34</i> inches	<i>30</i> inches	<i>31 1/2</i> inches	Standing	<i>72</i>	<i>Volume full</i> Tension <i>Normal</i>			
38 CIRCULATORY SYSTEM.											
A. Is there any enlargement of the heart?.....			<i>No</i>								
B. Is there any indication of disease of the heart?...			<i>No</i>								
C. Are the valvular sounds normal?.....			<i>No</i>								
D. Is there accentuation of any sound?.....			<i>No</i>								
E. Is there any Atheroma of radial or temporal arteries?.....			<i>No</i>								
40 Is there any evidence of venereal disease?.....			<i>No</i>			45 Show exact line of amputation on cuts and give complete statement as to present condition of injured member.					
41 Is there any eruption on the body?			<i>No</i>								
42 Has he ever had any disease or injury which affects his present health?.....			<i>No</i>								
43 Has he ever undergone a surgical operation?			<i>No</i>								
44 If so, state nature of operation			<i>No</i>								

46 ANALYSIS OF URINE. (a) Color..... <i>Colorless</i>			(b) Specific gravity..... <i>1.020</i>	(c) Reaction..... <i>Acid</i>			
(d) Did you find any albumen present?..... <i>No</i>			(e) What test did you apply for albumen? <i>Nitric Acid</i>				
(f) Did you find any trace of sugar?..... <i>No</i>			(g) What test did you apply for sugar? <i>Fehling's</i>				
(h) Was secretion scanty, or free and abundant?..... <i>Free</i>			(i) Are you sure urine examined was passed by applicant? <i>Yes</i>				
47 Did you discover upon examination or by inquiry any evidence of disease, or functional derangement, past or present, of brain cord or nervous system?.....					<i>No</i>		
48 Is there any indication of disease of the SPINE, LIVER, KIDNEYS, STOMACH OR BOWELS, BLADDER AND OTHER URINARY ORGANS?.....					<i>No</i>		
49 Are you satisfied the applicant is now free and always has been free from ANAL FISTULA, HEPATIC COLIC AND RENAL COLIC?					<i>Yes</i>		
50 Did you discover or do you know of any predisposition to local or constitutional disease?.....					<i>No</i>		
51 Do you believe there is any SPECULATIVE OR MORAL HAZARD connected with this risk?.....					<i>No</i>		
52 What is your opinion of this applicant as an insurance risk?					<i>1st class.</i>		
NOTE CAREFULLY: The Medical Examiner before signing below will please review this application carefully, see that all questions are answered correctly, that all blank spaces are properly filled, and that the applicant has signed his full name HIMSELF, wherever his signature is required							
I graduated at..... <i>Massachusetts Maritime Academy</i> in the year of..... <i>1904</i>							
This examination was made at..... <i>Worcester, Mass.</i> the..... <i>24th</i> day of..... <i>November</i> 1903.....							
(Signature of Medical Examiner)			..... <i>M. D. Examiner of Lodge No. 127</i>.....		..... <i>B. of L. F. E.</i>

REMARKS BY MEDICAL EXAMINER

.....
.....
.....
.....
.....

NOTICE—If this is detached member will not receive his Magazine.

Application for Locomotive Firemen and Enginemen's Magazine

NOTE—In order to receive the Locomotive Firemen and Enginemen's Magazine without delay, the following blank must be filled out by the applicant. Write full name and address plainly and accurately. Failure to fill out this blank will make it impossible to deliver Magazine to applicant promptly after his admission

EDITOR AND MANAGER, LOCOMOTIVE FIREMEN AND ENGINEMEN'S MAGAZINE:

Please send my copies of the Firemen and Enginemen's Magazine to the following address:

Name..... *Ed. J. Ryan*..... Lodge No. *127*.....
Street or P. O. Number..... *486 Logan Ave*.....
City or Town..... *Worcester, Mass.*.....
State or Province.....

PERSONAL HISTORY OF APPLICANT.

- June 14* **ANSWERS TO ALL QUESTIONS TO BE WRITTEN IN INK BY THE MEDICAL EXAMINERS)** *W. A. Smith, Jr.*
- 1 My postoffice address is *625 D. Ave. Grand Rapids, Mich.* City or Town *Grand Rapids, Mich.* State or Province *Mich.*
- 2 I was born *21* (day) *1880* (month) *18* (year) 3 My age last birthday was *26* years.
- 4 My present occupation is that of *Electrician* (If hostler, term of service must be one year or more) 5 I am *Married or Single*
- 6 Have you ever been a beneficiary or non-beneficiary member of this Brotherhood? *No* 7 If so, give date your membership lapsed, class of policy, number and location of lodge *March 31, 1880, Grand Rapids, Mich.*
- 8 Have you ever been rejected for life insurance? *No* 8-B Particulars *No*
- 9 Do you now or have you ever used habitually, opium, morphine, chloral, cocaine, or any stimulant or narcotic? *No*
- 10 Are you at present engaged in any manner in the sale or manufacture of intoxicating liquor? *No*
- 11 Do you use wine, spirituous, or malted liquors? *No* 11-B Kind and daily amount taken *No*
- 12 When did you last consult a physician and for what disease or injury? *No*
- 13 Are you now in good health? *Yes* 14 Has your weight markedly varied recently? *No*
- 15 Do you draw a pension from any government or society? *No* 15-B For what disability? *No*
- 16 Have you ever been compelled to, or been advised by any physician to change climate or occupation on account of your health? *No*
- 17 **HEALTH RECORD.** (Answer yes or no to each and give full particulars to each affirmative answer.)

	YES OR NO		YES OR NO		YES OR NO		YES OR NO
A. Dizziness, Unconsciousness, Epilepsy, or Convulsions of any sort?.....	No	F. Chronic or Persistent Cough, Hoarseness, Coughing or Spitting of Blood, Asthma, Shortness of Breath, Chest or Lung Disease?.....	No	K. Appendicitis or severe, protracted or repeated Intestinal Colic?.....	No	P. Have you ever had Syphilis or any other venereal disease?.....	No
B. A poplexy, Paralysis, Insanity, or Mental or Nervous Disease of any kind?.....	No	G. Pain in Cardiac Region, Palpitation or Disease of the Heart of any kind?.....	No	L. Colic due to Renal or Hepatic Stone or any derangement of the Liver?.....	No	Q. Any Chronic Skin Disease?.....	No
C. Discharge from the Ear, or any other chronic discharges?.....	No	H. Dropsy, or Swelling of the Feet?.....	No	M. Hemorrhoids, Anal Fistula, or other Rectal Disease?.....	No	R. Cancer, Tumors or Ulcers of any kind?.....	No
D. Headache, severe, protracted or frequent?.....	No	I. Dyspepsia or Indigestion?.....	No	N. Any Gravel, Bladder or Kidney Disease?.....	No	S. Scrofula or Enlarged Glands?.....	No
E. Stroke?.....	No	J. Chronic Diarrhea?.....	No	O. Stricture?.....	No	T. Varicose Veins?.....	No
						U. Typhoid or other infectious fever?.....	No
						V. Any other disease?.....	No

Give full particulars.

NOTE: Our laws require applicant to possess normal vision. Test same if possible with Snellen's Cards.

- 18 Is there any defect in your eyesight? *No* 18-B Vision right eye *Normal* 18-C Vision left eye *Normal*
- 19 Is your hearing impaired in any manner? *No* 19-B Give distance for watch for each ear. *Normal*
- 20 Have you ever been injured in any manner? *No* 21 Are you in any way crippled or deformed? *No*
- 22 Have you ever undergone a surgical operation? *No* 23 Have you ever had acute articular rheumatism? *No*
- 24 State number of attacks and were they accompanied by cough, dyspnea, palpitation or pain in the chest? *No*
- 25 Are you ruptured? *No* 26 Does applicant wear suitably adjusted truss? *No*

FAMILY HISTORY OF APPLICANT

FAMILY RECORD OF APPLICANT	THOSE LIVING		THOSE DEAD	
	AGE?	HEALTH?	AGE AT DEATH?	CAUSE OF DEATH? ("Do not know" will not be accepted unless explained)
Father	<i>57</i>	<i>Good</i>		
Mother	<i>51</i>	<i>Good</i>		
How many brothers have you had? <i>4</i>	<i>23</i>	<i>All in good health</i>		
If none, so state. <i>1 1/2</i>				
How many sisters have you had? <i>1</i>	<i>16</i>	<i>Good</i>		
If none, so state.				

- 28 Which parent do you most resemble? *Mother*
- 29 Have your grandparents reached old age or have they died during middle life? *Reached old age*
- 30 Have any of your blood relatives committed suicide? *No* B Or been afflicted with consumption? *No*
- 31 C Insanity? *No* D Cancer? *No* E Or other hereditary or constitutional disease? *No*
- 32 Have you ever lived in the family with, or nursed, or in any manner been intimately associated with any person who was afflicted with or died from tuberculosis? *No*
- 33 Is there anything to your knowledge or belief, in your physical condition, family or personal history, or habits, tending to shorten your life, which has not been distinctly herein set forth? *No*

Witness Medical Examiner: *W. A. Smith, Jr.* (Signature of Applicant)

Medical Examiner with witness Signature of Applicant) M. D.

This blank must be filled out with ink by the Medical Examiner in his own hand writing, except signature of Applicant. The Examiner will ask, and the Applicant answer all questions separately, and by "yes" or "no" when practicable. Do not answer with a "dash" or "affio." In filling out this form the Medical Examiner is cautioned to see that the names of applicant and beneficiary are written correctly and plainly.

Application for Beneficiary Certificate

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

To THE GRAND LODGE OF THE BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN:

I, Charles Edward Alfred Dyer (Wrote First Name of Applicant in Full) Desiring to make application for membership

in St. Louis Lodge No. 127 of the Brotherhood of Locomotive Firemen and Enginemen, hereby agree to

comply with all the laws, usages and regulations of said Brotherhood now in force, or that may be hereafter enacted, as the condition upon

which I am to be entitled to participate in the Beneficiary Department to the amount of Five hundred Dollars, (Total amount must be either \$500, \$1,000, \$1,500, \$2,000, or \$3,000, only one of which Certificates will be issued to any member).

and receive the other rights, privileges and benefits of the Order. I warrant and agree that the following answers made by me to the questions propounded by the Medical Examiner, which are attached to this application, as well as all other answers to questions propounded herein and over my signature, are true in every particular. I hereby authorize that the amount of my Beneficiary Certificate, in the event of my death, shall be paid to the following named beneficiaries.

A beneficiary must be either wife, children, mother, father, brothers, sisters, blood relations, dependent ones, or some charitable institution. Certificate cannot be made payable to "lodge," "estate," "heirs," "administrator," or "legal representative," nor to a relative "by marriage," unless they are dependent upon the applicant for support, which dependence must be plainly stated on the application by writing the word "Dependent" under the word "relationship." If beneficiary is an adopted child, send copy of adoption papers with this application.

Amount	Full Name of Beneficiary	Residence of Beneficiary	Relationship
\$ <u>1000</u>	<u>To Mrs. Polly Dyer</u>	<u>444 North Main St.</u>	<u>State of Kansas</u>
\$	<u>To</u>	<u>Town</u>	<u>State</u>
\$	<u>To</u>	<u>Town</u>	<u>State</u>
\$	<u>To</u>	<u>Town</u>	<u>State</u>

Provided that I shall not hereafter revoke such designation of beneficiary and name another beneficiary, in the manner prescribed by the laws of the Brotherhood. It is further hereby agreed that upon myself or beneficiary making claim for the money specified in said certificate or the Constitution, it shall be a condition precedent to payment that the certificate be delivered before the time when payment is tendered and a receipt given for the same by the duly authorized person examining the claim, and by the Secretary of the subordinate Lodge in case of death, of a prescribed form by the General Secretary and Treasurer.

I understand and agree that neither I, nor any beneficiary or beneficiaries whom I may designate may be entitled to participate in the Beneficiary Department of said Brotherhood, nor shall said Brotherhood incur any liability whatsoever to pay to me or my beneficiary any sum of money whatever, by my becoming a member of said Brotherhood until the General Medical Examiner shall have first examined and approved this application for Beneficiary Certificate, and in the event that the General Medical Examiner, who shall be the sole judge thereof, does not approve, but on the contrary disapproves this Application for Beneficiary Certificate, then I agree to be classified as a non-beneficiary member, entitled to all the rights, privileges and Benefits of the Brotherhood of Locomotive Firemen and Enginemen except those of participating in the Beneficiary Department.

I understand that until this Application for Beneficiary Certificate is approved by the General Medical Examiner, I am not required to pay any beneficiary assessments or advance any sum of money for that purpose, and I also understand that the Financial Secretary, or any other officer of the Lodge is not authorized by the rules and regulations of said Brotherhood to make such collection or receive any beneficiary assessments until this Application for Beneficiary Certificate has been first approved by the General Medical Examiner, and, therefore, any money which I may pay the Financial Secretary or any other officer of the Lodge for such purpose is done for my own convenience, and for the purpose of holding such money for me pending the approval or disapproval of this Application for Beneficiary Certificate. I constitute said Financial Secretary or other officer of said Lodge my agent, and will look to such officer for the return of the amount advanced in case of the disapproval of this Application for Beneficiary Certificate.

Applicant Charles Edward Alfred Dyer (Applicant must sign his first name in full on this line, and the name must be exactly the same as written on first line of this application).

Witness St. Louis Medical Examiner

NOTE—(The Medical Examiner filling out this form must witness the signature of Applicant.)

APPLICATION

FOR

Beneficiary Certificate

BROTHERHOOD OF LOCOMOTIVE

FIREMEN AND ENGINEMEN

(Name of Applicant. Write first name in full)

REPORT OF INITIATION

I certify that the above named person was initiated as a
non-beneficiary member into

(Name of Lodge) Lodge

No. on 19....
(Number of Lodge) (Month and Day) (Year)

Recording Secretary
(Secretary will sign his name)

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6. A member whose Application for Beneficiary Certificate has been rejected by the General Medical Examiner, shall not participate in the Beneficiary Department and shall be classed as a non-beneficiary member.

7. No member shall participate in the Beneficiary Department until his Application for Beneficiary Certificate has been approved by the General Medical Examiner. Pending such approval, he shall be a non-beneficiary member.

8. This application must be received at office of General Secretary and Treasurer within 75 days from date of medical examination or it is null and void.

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5. **Addresses and Names of Applicants.** You are requested to keep the names and addresses of applicants for reference, should the application be returned for correction, completion or further information.

6. **Blanks.** Lodges are required to keep a supply of Applications for Beneficiary Certificates in the possession of Medical Examiners.

7. **Constitution.** Insist upon being furnished a copy of the Constitution and By-Laws of the B. of L. F. & E. by the Lodge for which you examine.


8. **Carefulness.** If the Medical Examiners will observe the above instructions, *if they will be sure that all questions are answered and that all signatures are affixed before the blank leaves their hands*, they will prevent the returning of applications for correction and completion, and will facilitate the issuing of policies to the members. Communications are requested from the Medical Examiners and will be held in confidence if so desired.

LOCAL EXAMINER'S CONFIDENTIAL REPORT

- 33 How long have you personally known this applicant? *Quarant' years*
- 34 What is his appearance as to health, vigor and build? *Well built*
- 35 Do you believe the applicant has given full and true information in all respects? *Yes*
- 36 Have you made a thorough examination of the thorax by auscultation and percussion, both front and back? *No*

37 WEIGHT	HEIGHT	RESPIRATION STANDING	MEASUREMENT OF BARED CHEST AND ABDOMEN			PULSE		
			Chest Measurement at Level of Fourth Rib Ordinary Inspira- tion	Forced Inspira- tion	Forced Expira- tion	Girth of Abdomen at Level of Umbilicus	NAME Count Full Minute Sitting Standing	CHARACTER Rhythm Volume Tension Normal
<i>140 lbs.</i>	<i>5 ft. 7 1/2 in.</i>	<i>18 Per Minute</i>	<i>36</i> inches	<i>38</i> inches	<i>34 1/2</i> inches	<i>32</i> inches	<i>70</i>	<i>Relaxed</i>

38 CIRCULATORY SYSTEM.

40 Is there any enlargement of the heart?.....	<i>No</i>	45 Show exact line of amputation on cuts and give complete statement as to present condition of injured member.	
41 Is there any eruption on the body?	<i>No</i>		
42 Has he ever had any disease or injury which affects his present health?.....	<i>No</i>		
43 Has he ever undergone a surgical operation?	<i>No</i>		
44 If so, state nature of operation.	<i>—</i>		

- 46 ANALYSIS OF URINE. (a) Color..... *Cloudy* (b) Specific gravity..... *1.020* (c) Reaction..... *Acid*
- (d) Did you find any albumen present?..... *No* (e) What test did you apply for albumen? *Nitric Acid*
- (f) Did you find any trace of sugar?..... *No* (g) What test did you apply for sugar? *Benedict's*
- (h) Was secretion scanty, or free and abundant? *Free* (i) Are you sure urine examined was passed by applicant?..... *Yes*
- 47 Did you discover upon examination or by inquiry any evidence of disease, or functional derangement, past or present, of brain cord or nervous system?.....
- 48 Is there any indication of disease of the SPINE, LIVER, KIDNEYS, STOMACH OR BOWELS, BLADDER AND OTHER URINARY ORGANS?.....
- 49 Are you satisfied the applicant is now free and always has been free from ANAL FISTULA, HEPATIC COLIC AND RENAL COLIC?.....
- 50 Did you discover or do you know of any predisposition to local or constitutional disease?.....
- 51 Do you believe there is any SPECULATIVE OR MORAL HAZARD connected with this risk?.....
- 52 What is your opinion of this applicant as an insurance risk?.....

NOTE CAREFULLY: The Medical Examiner before signing below will please review this application carefully, see that all questions are answered correctly, that all blank spaces are properly filled, and that the applicant has signed his full name HIMSELF, wherever his signature is required

I graduated at University of Maryland, Baltimore, in the year of 1904.

This examination was made at..... *the*..... *8th*..... *of*..... *January*..... *1914*

(City and State) (Day) (Month) (Year)

..... *M. D. Examiner of Lodge No. 127 B. of L. F. & E.*

(Signature of Medical Examiner)

REMARKS BY MEDICAL EXAMINER

NOTICE—If this is detached member will not receive his Magazine.

Applioation for Locomotive Firemen and Enginemen's Magazine

NOTE—In order to receive the Locomotive Firemen and Enginemen's Magazine without delay, the following blank must be filled out by the applicant. Write full name and address plainly and accurately. Failure to fill out this blank will make it impossible to deliver Magazine to applicant promptly after his admission

EDITOR AND MANAGER, LOCOMOTIVE FIREMEN AND ENGINEMEN'S MAGAZINE:

Please send my copies of the Firemen and Enginemen's Magazine to the following address:

Name..... Lodge No.....

Street or P. O. Number.....

City or Town..... State or Province.....

PERSONAL HISTORY OF APPLICANT.

(ANSWERS TO ALL QUESTIONS TO BE WRITTEN IN INK BY THE MEDICAL EXAMINERS)

- 1 My postoffice address is..... *680 Logansville Street*..... Street..... *Logansville*..... City or Town..... *Macon*..... State or Province.....
- 2 I was born..... *24th 51*..... (day)..... *April*..... (month)..... *18 63*..... 3 My age last birthday was..... *27*..... years.
- 4 My present occupation is that of..... *Businessman*..... 5 I am..... *Married*..... Married or Single
- 6 Have you ever been a beneficiary or non-beneficiary member of this Brotherhood?..... *No*..... (If Healer, term of service must be one year or more)
- 7 If so, give date your membership lapsed, class of policy, number and location of lodge..... *24th April 1913 at Mt Vernon La 306*
- 8 Have you ever been rejected for life insurance?..... *No*..... 8-B Particulars.....
- 9 Do you now or have you ever used habitually, opium, morphine, choral, cocaine, or any stimulant or narcotic?..... *No*.....
- 10 Are you at present engaged in any manner in the sale or manufacture of intoxicating liquor?..... *No*.....
- 11 Do you use wine, spirituous, or mated liquors?..... *No*..... 11-B Kind and daily amount taken.....
- 12 When did you last consult a physician and for what disease or injury?..... *No*.....
- 13 Are you now in good health?..... *Yes*..... 14 Has your weight markedly varied recently?..... *No*.....
- 15 Do you draw a pension from any government or society?..... *No*..... 15-B For what disability?.....
- 16 Have you ever been compelled to, or been advised by any physician to change climate or occupation on account of your health?..... *No*.....
- 17 **HEALTH RECORD.** (Answer yes or no to each and give full particulars to each affirmative answer.)

	YES OR NO		YES OR NO		YES OR NO		YES OR NO
A. Dizziness, Unconsciousness, Epilepsy, or Convulsions of any sort?.....	<i>No</i>	F. Chronic or Persistent Cough, Hoarseness, Coughing or Spitting of Blood, Asthma, Shortness of Breath, Chest or Lung Disease?.....	<i>No</i>	K. Appendicitis or severe, protracted or repeated Intestinal Colic?.....	<i>No</i>	P. Have you ever had Syphilis or any other venereal disease?.....	<i>No</i>
B. Apoplexy, Paralysis, Insanity, or Mental or Nervous Disease of any kind?.....	<i>No</i>	G. Pain in Cardiac Region, Palpitation or Disease of the Heart of any kind?.....	<i>No</i>	L. Colic due to Renal or Hepatic Stone or any derangement of the Liver?.....	<i>No</i>	Q. Any Chronic Skin Disease?.....	<i>No</i>
C. Discharge from the Ear, or any other chronic discharges?.....	<i>No</i>	H. Dropsy, or Swelling of the Feet?.....	<i>No</i>	M. Hemorrhoids, Anal Fistula, or other Rectal Disease?.....	<i>No</i>	R. Cancer, Tumors or Ulcers of any kind?.....	<i>No</i>
D. Headache, severe, protracted or frequent?.....	<i>No</i>	I. Dyspepsia or Indigestion?.....	<i>No</i>	N. Any Gravel, Bladder or Kidney Disease?.....	<i>No</i>	S. Scrofula or Enlarged Glands?.....	<i>No</i>
E. Sunstroke?.....	<i>No</i>	J. Chronic Diarrhea?.....	<i>No</i>	O. Stricture?.....	<i>No</i>	T. Varicose Veins?.....	<i>No</i>
						U. Typhoid or other infectious fever?.....	<i>No</i>
						V. Any other disease?.....	<i>No</i>

Give full particulars.....

NOTE: Our laws require applicant to possess normal vision. Test same if possible with Snellin's Cards.

- 18 Is there any defect in your eyesight?..... *No*..... 18-B Vision right eye..... *20/20*..... 18-C Vision left eye..... *20/20*.....
- 19 Is your hearing impaired in any manner?..... *No*..... 19-B Give distance for watch for each ear..... *20 ft each*.....
- 20 Have you ever been injured in any manner?..... *No*..... 21 Are you in any way crippled or deformed?..... *No*.....
- 22 Have you ever undergone a surgical operation?..... *No*..... 23 Have you ever had acute articular rheumatism?..... *No*.....
- 24 State number of attacks and were they accompanied by cough, dyspnoea, palpitation or pain in the chest?.....
- 25 Are you ruptured?..... *No*..... 26 Does applicant wear suitably adjusted truss?.....

FAMILY HISTORY OF APPLICANT

27 State as far as you know the following particulars in regard to your parents, brothers and sisters.

FAMILY RECORD OF APPLICANT	THOSE LIVING		THOSE DEAD			
	AGE?	HEALTH?	AGE AT DEATH?	CAUSE OF DEATH? ("Do not know" will not be accepted unless explained)	HOW LONG SICK?	PREVIOUS HEALTH?
Father.....	<i>57</i>	<i>Good</i>				
Mother.....	<i>51</i>	<i>Good</i>				
How many brothers have you had?.....	<i>23</i>	<i>All in</i>				
If none, so state.	<i>10</i>	<i>Good health</i>				
How many sisters have you had?.....	<i>17</i>	<i>Good</i>				
If none, so state.						

- 28 Which parent do you most resemble?..... *Mother*.....
- 29 Have your grandparents reached old age or have they died during middle life?..... *Reached old age*..... B Or been afflicted with consumption?.....
- 30 Have any of your blood relatives committed suicide?..... *No*..... C Insanity?..... D Cancer?..... E Or other hereditary or constitutional disease?.....
- 31 Have you ever lived in the family with, or nursed, or in any manner been intimately associated with any person who was afflicted with or died from tuberculosis?..... *No*.....
- 32 Is there anything to your knowledge or belief, in your physical condition, family or personal history, or habits, tending to shorten your life, which has not been distinctly herein set forth?.....

Witness Medical Examiner:

(Medical Examiner will witness Signature of Applicant)

M. D.

(Signature of Applicant)

This blank must be filled out with ink by the Medical Examiner in his own hand writing, except signature of Applicant. The Examiner will ask, and the Applicant answer all questions separately, and by "yes" or "no" when practicable. Do not answer with a "dash" or "ditto." In filling out this form the Medical Examiner is cautioned to see that the names of applicant and beneficiary are written correctly and plainly.

Application for Beneficiary Certificate

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

TO THE GRAND LODGE OF THE BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN:

I, Donald A. Dyer (Write First Name of Applicant in Full)desiring to make application for membership in Brotherhood of Locomotive Firemen and Enginemen, hereby agree to (Name of Lodge) Lodge No. 127 of the Brotherhood of Locomotive Firemen and Enginemen, hereby agree to

comply with all the laws, usages and regulations of said Brotherhood now in force, or that may be hereafter enacted, as the condition upon which I am to be entitled to participate in the Beneficiary Department to the amount of Twenty Five Dollars, (Total amount must be either \$500, \$1,000, \$1,500, \$2,000, or \$3,000, only one of which Certificates will be issued to any member).

and receive the other rights, privileges and benefits of the Order. I warrant and agree that the following answers made by me to the questions propounded by the Medical Examiner, which are attached to this application, as well as all other answers to questions propounded herein and over my signature, are true in every particular. I hereby authorize that the amount of my Beneficiary Certificate, in the event of my death, shall be paid to the following named beneficiaries.

A beneficiary must be either wife, children, mother, father, brothers, sisters, blood relations, dependent ones, or some charitable institution. Certificate cannot be made payable to "lodge," "estate," "heirs," "administrator," or "legal representative," nor to a relative "by marriage," unless they are dependent upon the applicant for support, which dependence must be plainly stated on the application by writing the word "Dependent" under the word "relationship." If beneficiary is an adopted child, send copy of adoption papers with this application.

Amount	Full Name of Beneficiary	Residence of Beneficiary	Relationship
\$ <u>1000</u>	<u>John Henry Dyer</u>	<u>44 Adams St. Louisville</u>	<u>Wife</u>
\$	<u>To (Self)</u>	<u>Town</u>	<u>State</u>
\$	<u>To</u>	<u>Town</u>	<u>State</u>
\$	<u>To</u>	<u>Town</u>	<u>State</u>

Provided that I shall not hereafter revoke such designation of beneficiary and name another beneficiary, in the manner prescribed by the laws of the Brotherhood. It is further hereby agreed that upon myself or beneficiary making claim for the money specified in said certificate or the Constitution, it shall be a condition precedent to payment that the certificate be delivered before the time when payment is tendered and a receipt given for the same by the duly authorized person examining the claim, and by the Secretary of the subordinate Lodge in case of death, of a prescribed form by the General Secretary and Treasurer.

I understand and agree that neither I, nor any beneficiary or beneficiaries whom I may designate may be entitled to participate in the Beneficiary Department of said Brotherhood, nor shall said Brotherhood incur any liability whatsoever to pay to me or my beneficiary any sum of money whatever, by my becoming a member of said Brotherhood until the General Medical Examiner shall have first examined and approved this application for Beneficiary Certificate, and in the event that the General Medical Examiner, who shall be the sole judge thereof, does not approve, but on the contrary disapproves this Application for Beneficiary Certificate, then I agree to be classified as a non-beneficiary member, entitled to all the rights, privileges and Benefits of the Brotherhood of Locomotive Firemen and Enginemen except those of participating in the Beneficiary Department.

I understand that until this Application for Beneficiary Certificate is approved by the General Medical Examiner, I am not required to pay any beneficiary assessments or advance any sum of money for that purpose; and I also understand that the Financial Secretary, or any other officer of the Lodge is not authorized by the rules and regulations of said Brotherhood to make such collection or receive any beneficiary assessments until this Application for Beneficiary Certificate has been first approved by the General Medical Examiner, and, therefore, any money which I may pay the Financial Secretary or any other officer of the Lodge for such purpose is done for my own convenience and for the purpose of holding such money for me pending the approval or disapproval of this Application for Beneficiary Certificate. I constitute said Financial Secretary or other officer of said Lodge my agent, and will look to such officer for the return of the amount advanced in case of the disapproval of this Application for Beneficiary Certificate.

Applicant: Donald A. Dyer (Applicant must sign his first name in full on this line, and the name must be exactly the same as written on first line of this application).

Witness: John Henry Dyer

Medical Examiner:

NOTE—(The Medical Examiner filling out this form must witness the signature of Applicant.)

Notice of Acceptance of Application for Membership

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

..... Lodge No.....

..... 19.....

MR.

.....

Dear Sir:—

You are hereby notified that your Application for Membership has been accepted by this Lodge. If you will present yourself for initiation as hereinafter provided, you will be duly admitted to membership in the Brotherhood of Locomotive Firemen and Enginemen; provided, that at the time you present yourself for initiation you have in your possession, or have previously delivered to the Recording Secretary, an Application for Beneficiary Certificate (Form S-19), which will be delivered to you by the Local Medical Examiner of this Lodge after your medical examination has been completed by him. Our Local Medical Examiner's name and address is as follows:

.....
.....

If you fail to present yourself for initiation within sixty days from the date of your medical examination, your Application for Membership and the acceptance of same, and your Application for Beneficiary Certificate, will become void and you will forfeit your application fee.

You will not be entitled to any of the rights of membership in the Brotherhood of Locomotive Firemen and Enginemen until you are initiated in due form, and will not be entitled to any rights as a Beneficiary Member until your Application for Beneficiary Certificate has been approved by the General Medical Examiner and a Beneficiary Certificate issued.

The regular meetings of this Lodge are held.....

at
at any of which you may present yourself for initiation.

Yours respectfully,

.....
Recording Secretary.

Notice of Acceptance of Application for Membership

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

..... Lodge No.....

.....19.....

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Recording Secretary.

Notice of Acceptance of Application for Membership

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Yours respectfully,

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Recording Secretary.

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BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

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.....19.....

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The regular meetings of this Lodge are held.....

at
at any of which you may present yourself for initiation.

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.....
Recording Secretary.

Notice of Acceptance of Application for Membership

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

..... Lodge No.....

..... 19.....

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The regular meetings of this Lodge are held.....

at
at any of which you may present yourself for initiation.

Yours respectfully,

.....
Recording Secretary.

Application for Readmission of Expelled Members



BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

.....Lodge No.
(Name of Lodge) (No. Lodge)

.....191.....
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day of for non-payment of assessments have requested me to make application for their readmission to membership in this lodge as provided in Article 24, Section 1, of the Constitution, and this lodge hereby requests such readmission.

.....

.....

.....

.....

.....

I hereby certify that I truly believe all these applicants for readmission to be in good physical condition.

I hereby certify that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments and same is now in my possession, and is held by me in trust as a guarantee of good faith on the part of said applicants. They have also paid me 25 cents in addition to amount of assessments. I hereby certify that I have not issued official receipt for said deposits and I will immediately return the amounts so deposited to the applicants that are not readmitted to membership in accordance with the provisions of Article 24, Section 1.

I understand and will explain to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion of a member, the Constitution requires the General Secretary and Treasurer shall not readmit the applicant.

.....
Financial Secretary of Lodge No.

IMPORTANT

Remember that applications for Readmission must reach the Grand Lodge office within thirty (30) days from date of expulsion, otherwise no readmission can take place. Applications forwarded by the Financial Secretary at the end of the month will not entitle member to readmission.

The law governing the readmission of expelled members is printed on the back of this form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE XXIV

READMISSION.

Expelled Members.

SEC. 1. [a] A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

[b] Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, *together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation.)*

[c] The Financial Secretary must make a written application to the General Secretary and Treasurer *on the form supplied by the Grand Lodge* for the readmission of such expelled member, and also make a written statement that he truly believes said expelled

member to be in sound physical condition at the time such application is made.

[d] Said application and statement must be in the office of the General Secretary and Treasurer within *thirty* days after expulsion occurred.

[e] The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with.

[f] Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

[g] Lodges will be held responsible for the payment of assessments of members so readmitted.

[h] When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

----- *Lodge No.* -----
(Name of Lodge) (No. Lodge)

-----19-----
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER :

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day of ----- for non-payment of assessments have requested me to make application for their readmission to membership in this lodge as provided in Section 190 of the Constitution and this lodge hereby requests such readmission.

I hereby certify that I truly believe all these applicants for readmission to be in good physical condition.

hereby certify that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments and same is now in my possession, and is held by me in trust as a guarantee of good faith on the part of said applicants. I hereby certify that I have not issued official receipt for said deposits and I will immediately return the amounts so deposited to the applicants that are not readmitted to membership in accordance with the provisions of Section 190.

I understand and will explain to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within sixty (60) days after the expulsion of a member, the Constitution requires the General Secretary and Treasurer to refuse to readmit the applicant.

Financial Secretary of Lodge No.

Laws of the Brotherhood Concerning Readmission of Expelled Members.

Readmission of Expelled Members within Sixty Days

SEC. 190. A person who has been expelled for the non-payment of assessments may be readmitted to membership by the *General Secretary* and Treasurer, if within *sixty* days after the expulsion of the former member a request is received by the *General Secretary* and Treasurer from the *Financial Secretary* for such readmission and that the full amount of the delinquent assessments has been deposited with him, and that he truly believes the former member to be in good physical condition when such deposit was made. If a request for readmission under the provision of this section reaches the office of the *General Secretary* and Treasurer after *sixty* days have expired since the expulsion of the former member the *General Secretary* and Treasurer shall not readmit him. A *Financial Secretary* shall not issue an official receipt for any amount deposited with him by an applicant for readmission under the provisions of this section until notified by the *General Secretary* and Treasurer that the applicant has been readmitted. Lodges will be held responsible for the payment of assessments of members so readmitted. When the applicant is not readmitted the amount deposited with the *Financial Secretary* shall be returned to the applicant.

Readmission of Former Members.

SEC. 191. A person who has formerly been a member of the Brotherhood, and who is not eligible for readmission under the provisions of the foregoing section, may request any lodge to make application to the *International President* for his readmission by special dispensation, and if such request meets with the approval of the majority of the members of the lodge at a meeting at which the request is presented the *Recording Secretary*, over the seal of the lodge, shall make application to the *International President* for such readmission and accompanying the application for readmission, an application for beneficiary certificate, completed on the same form and in the same manner as by applicants for initiation, shall be filed with the *International President*, who shall be authorized to issue a dispensation readmitting the applicant to membership, notifying the *General Secretary* and *Treasurer* and the *Recording Secretary* of the lodge that the applicant has been readmitted, and when his assessment shall begin, provided, that no person may be admitted under the provisions of this section without the consent of the lodge from which he was expelled. A member readmitted under the provisions of this section shall remain a non-beneficiary member until his application for beneficiary certificate has been disposed of by the *General Medical Examiner* in the same manner as in the initiation of a new member.

 **Note Carefully the Clauses Which Are Underscored In This Application.**

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

..... Lodge No.
(Name of Lodge) (No. Lodge)

..... 19
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER :

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day of for non-payment of assessments have requested me to make application for their readmission to membership in this lodge as provided in Section 190 of the Constitution and this lodge hereby requests such readmission.

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I hereby certify that I truly believe all these applicants for readmission to be in good physical condition.

I hereby certify that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments and same is now in my possession, and is held by me in trust as a guarantee of good faith on the part of said applicants. I hereby certify that I have not issued official receipt for said deposits and I will immediately return the amounts so deposited to the applicants that are not readmitted to membership in accordance with the provisions of Section 190.

I understand and will explain to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within sixty (60) days after the expulsion of a member, the Constitution requires the General Secretary and Treasurer to refuse to readmit the applicant.

.....
Financial Secretary of Lodge No.

Laws of the Brotherhood Concerning Readmission of Expelled Members.

Readmission of Expelled Members within Sixty Days

SEC. 190. A person who has been expelled for the non-payment of assessments may be readmitted to membership by the *General Secretary and Treasurer*, if within *sixty* days after the expulsion of the former member a request is received by the *General Secretary and Treasurer* from the *Financial Secretary* for such readmission and that the full amount of the delinquent assessments has been deposited with him, and that he truly believes the former member to be in good physical condition when such deposit was made. If a request for readmission under the provision of this section reaches the office of the *General Secretary and Treasurer* after *sixty* days have expired since the expulsion of the former member the *General Secretary and Treasurer* shall not readmit him. A *Financial Secretary* shall not issue an official receipt for any amount deposited with him by an applicant for readmission under the provisions of this section until notified by the *General Secretary and Treasurer* that the applicant has been readmitted. Lodges will be held responsible for the payment of assessments of members so readmitted. When the applicant is not readmitted the amount deposited with the *Financial Secretary* shall be returned to the applicant.

Readmission of Former Members.

SEC. 191. A person who has formerly been a member of the Brotherhood, and who is not eligible for readmission under the provisions of the foregoing section, may request any lodge to make application to the *International President* for his readmission by special dispensation, and if such request meets with the approval of the majority of the members of the lodge at a meeting at which the request is presented the *Recording Secretary*, over the seal of the lodge, shall make application to the *International President* for such readmission and accompanying the application for readmission, an application for beneficiary certificate, completed on the same form and in the same manner as by applicants for initiation, shall be filed with the *International President*, who shall be authorized to issue a dispensation readmitting the applicant to membership, notifying the *General Secretary and Treasurer* and the *Recording Secretary* of the lodge that the applicant has been readmitted, and when his assessment shall begin, provided, that no person may be admitted under the provisions of this section without the consent of the lodge from which he was expelled. A member readmitted under the provisions of this section shall remain a non-beneficiary member until his application for beneficiary certificate has been disposed of by the *General Medical Examiner* in the same manner as in the initiation of a new member.

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

(Name of Lodge) _____ -Lodge No._____

(No. Lodge)

----- 19-----
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day of _____ for non-payment of assessments have requested me to make application for their readmission to membership in this lodge as provided in Section 190 of the Constitution and this lodge hereby requests such readmission.

I hereby certify that I truly believe all these applicants for readmission to be in good physical condition.

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Financial Secretary of Lodge No.

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 Note Carefully the Clauses Which Are Underscored In This Application.

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

..... Lodge No.
(Name of Lodge) (No. Lodge)

..... 19
(Month and Day) (Year)

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Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

..... Lodge No.
(Name of Lodge) (No. Lodge)

..... 19.....
(Month and Day) (Year)

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Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

..... Lodge No.
(Name of Lodge) (No. Lodge)

..... 19
(Month and Day) (Year)

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Financial Secretary of Lodge No.

Laws of the Brotherhood Concerning Readmission of Expelled Members.

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Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

..... Lodge No.
(Name of Lodge) (No. Lodge)

..... 19
(Month and Day) (Year)

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Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

-----Lodge No.-----
(Name of Lodge) (No. Lodge)

-----19-----
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day of ----- for non-payment of assessments have requested me to make application for their readmission to membership in this lodge as provided in Section 190 of the Constitution and this lodge hereby requests such readmission.

I hereby certify that I truly believe all these applicants for readmission to be in good physical condition.

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Financial Secretary of Lodge No. -----

Laws of the Brotherhood Concerning Readmission of Expelled Members.

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Application for Readmission of Expelled Members



BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

.....Lodge No.
(Name of Lodge) (No. Lodge)

.....191.....
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day of for non-payment of assessments have requested me to make application for their readmission to membership in this lodge as provided in Article 24, Section 1, of the Constitution, and this lodge hereby requests such readmission.

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I hereby certify that I truly believe all these applicants for readmission to be in good physical condition.

I hereby certify that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments and same is now in my possession, and is held by me in trust as a guarantee of good faith on the part of said applicants. They have also paid me 25 cents in addition to amount of assessments. I hereby certify that I have not issued official receipt for said deposits and I will immediately return the amounts so deposited to the applicants that are not readmitted to membership in accordance with the provisions of Article 24, Section 1.

I understand and will explain to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion of a member, the Constitution requires the General Secretary and Treasurer shall not readmit the applicant.

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Financial Secretary of Lodge No.

IMPORTANT

Remember that applications for Readmission must reach the Grand Lodge office within thirty (30) days from date of expulsion, otherwise no readmission can take place. Applications forwarded by the Financial Secretary at the end of the month will not entitle member to readmission.

The law governing the readmission of expelled members is printed on the back of this form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE XXIV READMISSION.

Expelled Members.

SEC. 1. [a] A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

[b] Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, *together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation.)*

[c] The Financial Secretary must make a written application to the General Secretary and Treasurer *on the form supplied by the Grand Lodge* for the readmission of such expelled member, and also make a written statement that he truly believes said expelled

member to be in sound physical condition at the time such application is made.

[d] Said application and statement must be in the office of the General Secretary and Treasurer within *thirty* days after expulsion occurred.

[e] The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with.

[f] Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

[g] Lodges will be held responsible for the payment of assessments of members so readmitted.

[h] When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

Application for Readmission of Expelled Members



BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

.....Lodge No.
(Name of Lodge) (No. Lodge)

.....191.....
(Month and Day) (Year)

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Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

.....Lodge No.
[Name of Lodge] [Lodge No.]

.....191.....
[Month and Day] [Year]

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day offor non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 24, Section 1, of the Constitution.

I further certify that I truly believe all these applicants for readmission to be in good physical condition: that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments: that the same is now in my possession, and held by me in trust as a guarantee of good faith on the part of said applicants. That they have also paid me 25 cents in addition to the amount of assessments, that I have not issued an official receipt for said deposit and I will immediately return the amount so deposited to all applicants that I am notified can not be readmitted to membership in accordance with the provision of Article 24, Sec. 1.

I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

.....

Financial Secretary of Lodge No.

IMPORTANT

Remember that applications for readmission **MUST REACH** the Grand Lodge within thirty days from date of expulsion, otherwise no readmission can take place.

No application for readmission will be accepted unless same is made upon the prescribed form. Telegrams cannot be accepted.

The law governing the readmission of expelled members is printed on the back of this Form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE No. 24.

READMISSION

Expelled Members

SEC. 1. (a) A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

(b) Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation).

(c) The Financial Secretary must make a written application to the General Secretary and Treasurer on the form supplied by the Grand Lodge for the readmission of such expelled member, and also make a written statement that he truly believes said expelled member to be in sound physical condition at the time such application is made, *and no application for readmission will be accepted by the General Secretary and Treasurer unless the same is on the form supplied by the Grand Lodge.*

(d) Said application and statement must be in the office of the General Secretary and Treasurer within thirty days after the expulsion occurred.

(e) The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with. *Provided, That a member past the age of forty years, who has maintained*

a continuous membership for 10 years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should not have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

(b) When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

(Note—Paragraph (e) in effect 9:20 a. m., June 30, 1913.)

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

.....Lodge No.....
(Name of Lodge) (Lodge No.)

.....191.....
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day offor non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 25, Section 1, of the Constitution.

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I further certify that I truly believe all these applicants for readmission to be in good physical condition: that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments: that the same is now in my possession, and held by me in trust as a guarantee of good faith on the part of said applicants. That they have also paid me 25 cents in addition to the amount of assessments, that I have not issued an official receipt for said deposit and I will immediately return the amount so deposited to all applicants that I am notified can not be readmitted to membership in accordance with the provision of Article 25, Sec. 1.

I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

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Financial Secretary of Lodge No.....

IMPORTANT

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Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE No. 25

READMISSION

Expelled Members

Sec. 1. (a) A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

(b) Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation).

(c) The Financial Secretary must make a written application to the General Secretary and Treasurer on the form supplied by the Grand Lodge for the readmission of such expelled member, and also make a written statement that he truly believes said expelled member to be in sound physical condition at the time such application is made, and no application for readmission will be accepted by the General Secretary and Treasurer unless the same is on the form supplied by the Grand Lodge.

(d) Said application and statement must be in the office of the General Secretary and Treasurer within thirty days after the expulsion occurred.

(e) The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with. Provided, That a member past the age of forty years, who has maintained a continuous membership for 10

years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should not have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

(h) When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

.....Lodge No.....
(Name of Lodge) (Lodge No.)

.....191....
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day offor non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 25, Section 1, of the Constitution.

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I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

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Financial Secretary of Lodge No.....

IMPORTANT

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Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE No. 25

READMISSION

Expelled Members

SEC. 1. (a) A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

(b) Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation).

(c) The Financial Secretary must make a written application to the General Secretary and Treasurer on the form supplied by the Grand Lodge for the readmission of such expelled member, and also make a written statement that he truly believes said expelled member to be in sound physical condition at the time such application is made, and no application for readmission will be accepted by the General Secretary and Treasurer unless the same is on the form supplied by the Grand Lodge.

(d) Said application and statement must be in the office of the General Secretary and Treasurer within thirty days after the expulsion occurred.

(e) The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with. Provided, That a member past the age of forty years, who has maintained a continuous membership for 10

years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should not have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

(h) When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

.....Lodge No.....
(Name of Lodge) (Lodge No.)

.....191.....
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day offor non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 25, Section 1, of the Constitution.

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I further certify that I truly believe all these applicants for readmission to be in good physical condition: that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments: that the same is now in my possession, and held by me in trust as a guarantee of good faith on the part of said applicants. That they have also paid me 25 cents in addition to the amount of assessments, that I have not issued an official receipt for said deposit and I will immediately return the amount so deposited to all applicants that I am notified can not be readmitted to membership in accordance with the provision of Article 25, Sec. 1.

I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

.....
Financial Secretary of Lodge No.....

IMPORTANT

Remember that applications for readmission **MUST REACH** the Grand Lodge within thirty days from date of expulsion, otherwise no readmission can take place.

No application for readmission will be accepted unless same is made upon the prescribed form. Telegrams cannot be accepted.

The law governing the readmission of expelled members is printed on the back of this Form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE No. 25

READMISSION

Expelled Members

SEC. 1. (a) A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

(b) Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation).

(c) The Financial Secretary must make a written application to the General Secretary and Treasurer on the form supplied by the Grand Lodge for the readmission of such expelled member, and also make a written statement that he truly believes said expelled member to be in sound physical condition at the time such application is made, and no application for readmission will be accepted by the General Secretary and Treasurer unless the same is on the form supplied by the Grand Lodge.

(d) Said application and statement must be in the office of the General Secretary and Treasurer within thirty days after the expulsion occurred.

(e) The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with. Provided, That a member past the age of forty years, who has maintained a continuous membership for 10

years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should not have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

(h) When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

Application for Readmission of Expelled Members



BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

..... *Lodge No.*
(Name of Lodge) (No. Lodge)

..... 191.....
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day of for non-payment of assessments have requested me to make application for their readmission to membership in this lodge as provided in Article 24, Section 1, of the Constitution, and this lodge hereby requests such readmission.

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I hereby certify that I truly believe all these applicants for readmission to be in good physical condition.

I hereby certify that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments and same is now in my possession, and is held by me in trust as a guarantee of good faith on the part of said applicants. They have also paid me 25 cents in addition to amount of assessments. I hereby certify that I have not issued official receipt for said deposits and I will immediately return the amounts so deposited to the applicants that are not readmitted to membership in accordance with the provisions of Article 24, Section 1.

I understand and will explain to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion of a member, the Constitution requires the General Secretary and Treasurer shall not readmit the applicant.

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Financial Secretary of Lodge No.

IMPORTANT

Remember that applications for Readmission must reach the Grand Lodge office within thirty (30) days from date of expulsion, otherwise no readmission can take place. Applications forwarded by the Financial Secretary at the end of the month will not entitle member to readmission.

The law governing the readmission of expelled members is printed on the back of this form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE XXIV

READMISSION.

Expelled Members.

SEC. 1. [a] A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

[b] Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, *together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation.)*

[c] The Financial Secretary must make a written application to the General Secretary and Treasurer *on the form supplied by the Grand Lodge* for the readmission of such expelled member, and also make a written statement that he truly believes said expelled

member to be in sound physical condition at the time such application is made.

[d] Said application and statement must be in the office of the General Secretary and Treasurer within *thirty* days after expulsion occurred.

[e] The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with.

[f] Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

[g] Lodges will be held responsible for the payment of assessments of members so readmitted.

[h] When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

Application for Readmission of Expelled Members



BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

..... *Lodge No.*
(Name of Lodge) (No. Lodge)

..... 191.....
(Month and Day) (Year)

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Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE XXIV READMISSION.

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Application for Readmission of Expelled Members



BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

.....Lodge No.
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Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE XXIV READMISSION.

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Application for Readmission of Expelled Members



BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

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Application for Readmission of Expelled Members



BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

..... *Lodge No.*
(Name of Lodge) (No. Lodge)

..... 191.....
(Month and Day) (Year)

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Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE XXIV READMISSION.

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member to be in sound physical condition at the time such application is made.

[d] Said application and statement must be in the office of the General Secretary and Treasurer within *thirty* days after expulsion occurred.

[e] The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with.

[f] Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

[g] Lodges will be held responsible for the payment of assessments of members so readmitted.

[h] When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

Application for Readmission of Expelled Members



BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

.....Lodge No.....
(Name of Lodge) (No. Lodge)

.....191.....
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day of for non-payment of assessments have requested me to make application for their readmission to membership in this lodge as provided in Article 24, Section 1, of the Constitution, and this lodge hereby requests such readmission.

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I hereby certify that I truly believe all these applicants for readmission to be in good physical condition.

I hereby certify that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments and same is now in my possession, and is held by me in trust as a guarantee of good faith on the part of said applicants. They have also paid me 25 cents in addition to amount of assessments. I hereby certify that I have not issued official receipt for said deposits and I will immediately return the amounts so deposited to the applicants that are not readmitted to membership in accordance with the provisions of Article 24, Section 1.

I understand and will explain to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion of a member, the Constitution requires the General Secretary and Treasurer shall not readmit the applicant.

.....
Financial Secretary of Lodge No.

IMPORTANT

Remember that applications for Readmission must reach the Grand Lodge office within thirty (30) days from date of expulsion, otherwise no readmission can take place. Applications forwarded by the Financial Secretary at the end of the month will not entitle member to readmission.

The law governing the readmission of expelled members is printed on the back of this form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE XXIV

READMISSION.

Expelled Members.

SEC. 1. [a] A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

[b] Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, *together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation.)*

[c] The Financial Secretary must make a written application to the General Secretary and Treasurer *on the form supplied by the Grand Lodge* for the readmission of such expelled member, and also make a written statement that he truly believes said expelled

member to be in sound physical condition at the time such application is made.

[d] Said application and statement must be in the office of the General Secretary and Treasurer within *thirty* days after expulsion occurred.

[e] The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with.

[f] Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

[g] Lodges will be held responsible for the payment of assessments of members so readmitted.

[h] When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

.....Lodge No.....
(Name of Lodge) (Lodge No.)

.....191.....
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day offor non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 25, Section 1, of the Constitution.

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I further certify that I truly believe all these applicants for readmission to be in good physical condition: that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments: that the same is now in my possession, and held by me in trust as a guarantee of good faith on the part of said applicants. That they have also paid me 25 cents in addition to the amount of assessments, that I have not issued an official receipt for said deposit and I will immediately return the amount so deposited to all applicants that I am notified can not be readmitted to membership in accordance with the provision of Article 25, Sec. 1.

I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

.....
Financial Secretary of Lodge No.....

IMPORTANT

Remember that applications for readmission **MUST REACH** the Grand Lodge within thirty days from date of expulsion, otherwise no readmission can take place.

No application for readmission will be accepted unless same is made upon the prescribed form. Telegrams cannot be accepted.

The law governing the readmission of expelled members is printed on the back of this Form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE No. 25

READMISSION

Expelled Members

SEC. 1. (a) A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

(b) Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation).

(c) The Financial Secretary must make a written application to the General Secretary and Treasurer on the form supplied by the Grand Lodge for the readmission of such expelled member, and also make a written statement that he truly believes said expelled member to be in sound physical condition at the time such application is made, and no application for readmission will be accepted by the General Secretary and Treasurer unless the same is on the form supplied by the Grand Lodge.

(d) Said application and statement must be in the office of the General Secretary and Treasurer within thirty days after the expulsion occurred.

(e) The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with. Provided, That a member past the age of forty years, who has maintained a continuous membership for 10

years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should not have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

(h) When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

.....Lodge No.....
(Name of Lodge) (Lodge No.)

.....191.....
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day offor non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 25, Section 1, of the Constitution.

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I further certify that I truly believe all these applicants for readmission to be in good physical condition: that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments: that the same is now in my possession, and held by me in trust as a guarantee of good faith on the part of said applicants. That they have also paid me 25 cents in addition to the amount of assessments, that I have not issued an official receipt for said deposit and I will immediately return the amount so deposited to all applicants that I am notified can not be readmitted to membership in accordance with the provision of Article 25, Sec. 1.

I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

.....
Financial Secretary of Lodge No.....

IMPORTANT

Remember that applications for readmission **MUST REACH** the Grand Lodge within thirty days from date of expulsion, otherwise no readmission can take place.

No application for readmission will be accepted unless same is made upon the prescribed form. Telegrams cannot be accepted.

The law governing the readmission of expelled members is printed on the back of this Form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE No. 25

READMISSION

Expelled Members

SEC. 1. (a) A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

(b) Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation).

(c) The Financial Secretary must make a written application to the General Secretary and Treasurer on the form supplied by the Grand Lodge for the readmission of such expelled member, and also make a written statement that he truly believes said expelled member to be in sound physical condition at the time such application is made, and no application for readmission will be accepted by the General Secretary and Treasurer unless the same is on the form supplied by the Grand Lodge.

(d) Said application and statement must be in the office of the General Secretary and Treasurer within thirty days after the expulsion occurred.

(e) The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with. Provided, That a member past the age of forty years, who has maintained a continuous membership for 10

years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should not have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

(h) When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

.....Lodge No.....
(Name of Lodge) (Lodge No.)

.....191.....
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day offor non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 25, Section 1, of the Constitution.

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I further certify that I truly believe all these applicants for readmission to be in good physical condition: that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments: that the same is now in my possession, and held by me in trust as a guarantee of good faith on the part of said applicants. That they have also paid me 25 cents in addition to the amount of assessments, that I have not issued an official receipt for said deposit and I will immediately return the amount so deposited to all applicants that I am notified can not be readmitted to membership in accordance with the provision of Article 25, Sec. 1.

I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

.....
Financial Secretary of Lodge No.....

IMPORTANT

Remember that applications for readmission **MUST REACH** the Grand Lodge within thirty days from date of expulsion, otherwise no readmission can take place.

No application for readmission will be accepted unless same is made upon the prescribed form. Telegrams cannot be accepted.

The law governing the readmission of expelled members is printed on the back of this Form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE No. 25

READMISSION

Expelled Members

SEC. 1. (a) A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

(b) Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation).

(c) The Financial Secretary must make a written application to the General Secretary and Treasurer on the form supplied by the Grand Lodge for the readmission of such expelled member, and also make a written statement that he truly believes said expelled member to be in sound physical condition at the time such application is made, and no application for readmission will be accepted by the General Secretary and Treasurer unless the same is on the form supplied by the Grand Lodge.

(d) Said application and statement must be in the office of the General Secretary and Treasurer within thirty days after the expulsion occurred.

(e) The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with. Provided, That a member past the age of forty years, who has maintained a continuous membership for 10

years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should not have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

(h) When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

.....Lodge No.....
(Name of Lodge) (Lodge No.)

.....191.....
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day offor non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 25, Section 1, of the Constitution.

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I further certify that I truly believe all these applicants for readmission to be in good physical condition: that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments: that the same is now in my possession, and held by me in trust as a guarantee of good faith on the part of said applicants. That they have also paid me 25 cents in addition to the amount of assessments, that I have not issued an official receipt for said deposit and I will immediately return the amount so deposited to all applicants that I am notified can not be readmitted to membership in accordance with the provision of Article 25, Sec. 1.

I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

.....
Financial Secretary of Lodge No.....

IMPORTANT

Remember that applications for readmission **MUST REACH** the Grand Lodge within thirty days from date of expulsion, otherwise no readmission can take place.

No application for readmission will be accepted unless same is made upon the prescribed form. Telegrams cannot be accepted.

The law governing the readmission of expelled members is printed on the back of this Form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE No. 25

READMISSION

Expelled Members

SEC. 1. (a) A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

(b) Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation).

(c) The Financial Secretary must make a written application to the General Secretary and Treasurer on the form supplied by the Grand Lodge for the readmission of such expelled member, and also make a written statement that he truly believes said expelled member to be in sound physical condition at the time such application is made, and no application for readmission will be accepted by the General Secretary and Treasurer unless the same is on the form supplied by the Grand Lodge.

(d) Said application and statement must be in the office of the General Secretary and Treasurer within thirty days after the expulsion occurred.

(e) The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with. Provided, That a member past the age of forty years, who has maintained a continuous membership for 10

years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should not have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

(h) When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

.....Lodge No.....
(Name of Lodge) (Lodge No.)

.....191.....
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day offor non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 25, Section 1, of the Constitution.

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I further certify that I truly believe all these applicants for readmission to be in good physical condition: that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments: that the same is now in my possession, and held by me in trust as a guarantee of good faith on the part of said applicants. That they have also paid me 25 cents in addition to the amount of assessments, that I have not issued an official receipt for said deposit and I will immediately return the amount so deposited to all applicants that I am notified can not be readmitted to membership in accordance with the provision of Article 25, Sec. 1.

I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

.....
Financial Secretary of Lodge No.....

IMPORTANT

Remember that applications for readmission **MUST REACH** the Grand Lodge within thirty days from date of expulsion, otherwise no readmission can take place.

No application for readmission will be accepted unless same is made upon the prescribed form. Telegrams cannot be accepted.

The law governing the readmission of expelled members is printed on the back of this Form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE No. 23

READMISSION

Expelled Members

SEC. 1. (a) A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

(b) Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation).

(c) The Financial Secretary must make a written application to the General Secretary and Treasurer on the form supplied by the Grand Lodge for the readmission of such expelled member, and also make a written statement that he truly believes said expelled member to be in sound physical condition at the time such application is made, and no application for readmission will be accepted by the General Secretary and Treasurer unless the same is on the form supplied by the Grand Lodge.

(d) Said application and statement must be in the office of the General Secretary and Treasurer within thirty days after the expulsion occurred.

(e) The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with. Provided, That a member past the age of forty years, who has maintained a continuous membership for 10

years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should not have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

(h) When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

.....Lodge No.....
(Name of Lodge) (Lodge No.)

.....191....
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day offor non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 25, Section 1, of the Constitution.

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I further certify that I truly believe all these applicants for readmission to be in good physical condition: that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments: that the same is now in my possession, and held by me in trust as a guarantee of good faith on the part of said applicants. That they have also paid me 25 cents in addition to the amount of assessments, that I have not issued an official receipt for said deposit and I will immediately return the amount so deposited to all applicants that I am notified can not be readmitted to membership in accordance with the provision of Article 25, Sec. 1.

I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

.....
Financial Secretary of Lodge No.....

IMPORTANT

Remember that applications for readmission **MUST REACH** the Grand Lodge within thirty days from date of expulsion, otherwise no readmission can take place.

No application for readmission will be accepted unless same is made upon the prescribed form. Telegrams cannot be accepted.

The law governing the readmission of expelled members is printed on the back of this Form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE No. 25

READMISSION

Expelled Members

SEC. 1. (a) A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

(b) Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation).

(c) The Financial Secretary must make a written application to the General Secretary and Treasurer on the form supplied by the Grand Lodge for the readmission of such expelled member, and also make a written statement that he truly believes said expelled member to be in sound physical condition at the time such application is made, and no application for readmission will be accepted by the General Secretary and Treasurer unless the same is on the form supplied by the Grand Lodge.

(d) Said application and statement must be in the office of the General Secretary and Treasurer within thirty days after the expulsion occurred.

(e) The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with. Provided, That a member past the age of forty years, who has maintained a continuous membership for 10

years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should not have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

(h) When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

.....Lodge No.
[Name of Lodge] [Lodge No.]

.....191.....
[Month and Day] [Year]

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day offor non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 24, Section 1, of the Constitution.

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I further certify that I truly believe all these applicants for readmission to be in good physical condition: that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments: that the same is now in my possession, and held by me in trust as a guarantee of good faith on the part of said applicants. That they have also paid me 25 cents in addition to the amount of assessments, that I have not issued an official receipt for said deposit and I will immediately return the amount so deposited to all applicants that I am notified can not be readmitted to membership in accordance with the provision of Article 24, Sec. 1.

I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

.....
Financial Secretary of Lodge No.....

IMPORTANT

Remember that applications for readmission **MUST REACH** the Grand Lodge within thirty days from date of expulsion, otherwise no readmission can take place.

No application for readmission will be accepted unless same is made upon the prescribed form. Telegrams cannot be accepted.

The law governing the readmission of expelled members is printed on the back of this Form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE No. 24.

READMISSION

Expelled Members

SEC. 1. (a) A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

(b) Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation).

(c) The Financial Secretary must make a written application to the General Secretary and Treasurer on the form supplied by the Grand Lodge for the readmission of such expelled member, and also make a written statement that he truly believes said expelled member to be in sound physical condition at the time such application is made, *and no application for readmission will be accepted by the General Secretary and Treasurer unless the same is on the form supplied by the Grand Lodge.*

(d) Said application and statement must be in the office of the General Secretary and Treasurer within thirty days after the expulsion occurred.

(e) The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with. *Provided, That a member past the age of forty years, who has maintained*

a continuous membership for 10 years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should no have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

(b) When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

(Note—Paragraph (e) in effect 9:20 a. m., June 30, 1913.)

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

.....Lodge No.
[Name of Lodge] [Lodge No.]

.....191.....
[Month and Day] [Year]

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day offor non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 24, Section 1, of the Constitution.

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I further certify that I truly believe all these applicants for readmission to be in good physical condition: that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments: that the same is now in my possession, and held by me in trust as a guarantee of good faith on the part of said applicants. That they have also paid me 25 cents in addition to the amount of assessments, that I have not issued an official receipt for said deposit and I will immediately return the amount so deposited to all applicants that I am notified can not be readmitted to membership in accordance with the provision of Article 24, Sec. 1.

I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

.....
Financial Secretary of Lodge No.....

IMPORTANT

Remember that applications for readmission **MUST REACH** the Grand Lodge within thirty days from date of expulsion, otherwise no readmission can take place.

No application for readmission will be accepted unless same is made upon the prescribed form. Telegrams cannot be accepted.

The law governing the readmission of expelled members is printed on the back of this Form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE No. 24.

READMISSION

Expelled Members

SEC. 1. (a) A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

(b) Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation).

(c) The Financial Secretary must make a written application to the General Secretary and Treasurer on the form supplied by the Grand Lodge for the readmission of such expelled member, and also make a written statement that he truly believes said expelled member to be in sound physical condition at the time such application is made, *and no application for readmission will be accepted by the General Secretary and Treasurer unless the same is on the form supplied by the Grand Lodge.*

(d) Said application and statement must be in the office of the General Secretary and Treasurer within thirty days after the expulsion occurred.

(e) The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with. *Provided, That a member past the age of forty years, who has maintained*

a continuous membership for 10 years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should no have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

(b) When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

(Note—Paragraph (e) in effect 9:20 a. m., June 30, 1913.)

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

.....Lodge No.....
[Name of Lodge] [Lodge No.]

.....191.....
[Month and Day] [Year]

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day offor non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 24, Section 1, of the Constitution.

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I further certify that I truly believe all these applicants for readmission to be in good physical condition: that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments: that the same is now in my possession, and held by me in trust as a guarantee of good faith on the part of said applicants. That they have also paid me 25 cents in addition to the amount of assessments, that I have not issued an official receipt for said deposit and I will immediately return the amount so deposited to all applicants that I am notified can not be readmitted to membership in accordance with the provision of Article 24, Sec. 1.

I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

.....
Financial Secretary of Lodge No.....

IMPORTANT

Remember that applications for readmission **MUST REACH** the Grand Lodge within thirty days from date of expulsion, otherwise no readmission can take place.

No application for readmission will be accepted unless same is made upon the prescribed form. Telegrams cannot be accepted.

The law governing the readmission of expelled members is printed on the back of this Form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE No. 24.

READMISSION

Expelled Members

SEC. 1. (a) A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

(b) Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation).

(c) The Financial Secretary must make a written application to the General Secretary and Treasurer on the form supplied by the Grand Lodge for the readmission of such expelled member, and also make a written statement that he truly believes said expelled member to be in sound physical condition at the time such application is made, *and no application for readmission will be accepted by the General Secretary and Treasurer unless the same is on the form supplied by the Grand Lodge.*

(d) Said application and statement must be in the office of the General Secretary and Treasurer within thirty days after the expulsion occurred.

(e) The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with. *Provided, That a member past the age of forty years, who has maintained*

a continuous membership for 10 years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should no have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

(b) When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

(Note—Paragraph (e) in effect 9:20 a. m., June 30, 1913.)

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

.....Lodge No.....
[Name of Lodge] [Lodge No.]

.....191.....
[Month and Day] [Year]

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day offor non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 24, Section 1, of the Constitution.

I further certify that I truly believe all these applicants for readmission to be in good physical condition: that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments: that the same is now in my possession, and held by me in trust as a guarantee of good faith on the part of said applicants. That they have also paid me 25 cents in addition to the amount of assessments, that I have not issued an official receipt for said deposit and I will immediately return the amount so deposited to all applicants that I am notified can not be readmitted to membership in accordance with the provision of Article 24, Sec. 1.

I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

.....
Financial Secretary of Lodge No.....

IMPORTANT

Remember that applications for readmission **MUST REACH** the Grand Lodge within thirty days from date of expulsion, otherwise no readmission can take place.

No application for readmission will be accepted unless same is made upon the prescribed form. Telegrams cannot be accepted.

The law governing the readmission of expelled members is printed on the back of this Form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE No. 24.

READMISSION

Expelled Members

SEC. 1. (a) A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

(b) Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation).

(c) The Financial Secretary must make a written application to the General Secretary and Treasurer on the form supplied by the Grand Lodge for the readmission of such expelled member, and also make a written statement that he truly believes said expelled member to be in sound physical condition at the time such application is made, *and no application for readmission will be accepted by the General Secretary and Treasurer unless the same is on the form supplied by the Grand Lodge.*

(d) Said application and statement must be in the office of the General Secretary and Treasurer within thirty days after the expulsion occurred.

(e) The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with. *Provided, That a member past the age of forty years, who has maintained*

a continuous membership for 10 years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should no have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

(b) When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

(Note—Paragraph (e) in effect 9:20 a. m., June 30, 1913.)

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

.....Lodge No.....
[Name of Lodge] [Lodge No.]

.....191.....
[Month and Day] [Year]

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day offor non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 24, Section 1, of the Constitution.

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I further certify that I truly believe all these applicants for readmission to be in good physical condition: that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments: that the same is now in my possession, and held by me in trust as a guarantee of good faith on the part of said applicants. That they have also paid me 25 cents in addition to the amount of assessments, that I have not issued an official receipt for said deposit and I will immediately return the amount so deposited to all applicants that I am notified can not be readmitted to membership in accordance with the provision of Article 24, Sec. 1.

I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

.....
Financial Secretary of Lodge No.....

IMPORTANT

Remember that applications for readmission **MUST REACH** the Grand Lodge within thirty days from date of expulsion, otherwise no readmission can take place.

No application for readmission will be accepted unless same is made upon the prescribed form. Telegrams cannot be accepted.

The law governing the readmission of expelled members is printed on the back of this Form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE No. 24.

READMISSION

Expelled Members

SEC. 1. (a) A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

(b) Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation).

(c) The Financial Secretary must make a written application to the General Secretary and Treasurer on the form supplied by the Grand Lodge for the readmission of such expelled member, and also make a written statement that he truly believes said expelled member to be in sound physical condition at the time such application is made, and no application for readmission will be accepted by the General Secretary and Treasurer unless the same is on the form supplied by the Grand Lodge.

(d) Said application and statement must be in the office of the General Secretary and Treasurer within thirty days after the expulsion occurred.

(e) The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with. *Provided, That a member past the age of forty years, who has maintained*

a continuous membership for 10 years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should no have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

(b) When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

(Note—Paragraph (e) in effect 9:20 a. m., June 30, 1913.)

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

.....Lodge No.....
(Name of Lodge) (Lodge No.)

.....191.....
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day offor non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 25, Section 1, of the Constitution.

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I further certify that I truly believe all these applicants for readmission to be in good physical condition: that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments: that the same is now in my possession, and held by me in trust as a guarantee of good faith on the part of said applicants. That they have also paid me 25 cents in addition to the amount of assessments, that I have not issued an official receipt for said deposit and I will immediately return the amount so deposited to all applicants that I am notified can not be readmitted to membership in accordance with the provision of Article 25, Sec. 1.

I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

.....
Financial Secretary of Lodge No.....

IMPORTANT

Remember that applications for readmission **MUST REACH** the Grand Lodge within thirty days from date of expulsion, otherwise no readmission can take place.

No application for readmission will be accepted unless same is made upon the prescribed form. Telegrams cannot be accepted.

The law governing the readmission of expelled members is printed on the back of this Form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE No. 25

READMISSION

Expelled Members

SEC. 1. (a) A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

(b) Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation).

(c) The Financial Secretary must make a written application to the General Secretary and Treasurer on the form supplied by the Grand Lodge for the readmission of such expelled member, and also make a written statement that he truly believes said expelled member to be in sound physical condition at the time such application is made, and no application for readmission will be accepted by the General Secretary and Treasurer unless the same is on the form supplied by the Grand Lodge.

(d) Said application and statement must be in the office of the General Secretary and Treasurer within thirty days after the expulsion occurred.

(e) The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with. Provided, That a member past the age of forty years, who has maintained a continuous membership for 10

years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should not have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

(h) When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

Application for Readmission of Expelled Members



BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

.....Lodge No.
(Name of Lodge) (No. Lodge)

.....191.....
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day of for non-payment of assessments have requested me to make application for their readmission to membership in this lodge as provided in Article 24, Section 1, of the Constitution, and this lodge hereby requests such readmission.

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I hereby certify that I truly believe all these applicants for readmission to be in good physical condition.

I hereby certify that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments and same is now in my possession, and is held by me in trust as a guarantee of good faith on the part of said applicants. They have also paid me 25 cents in addition to amount of assessments. I hereby certify that I have not issued official receipt for said deposits and I will immediately return the amounts so deposited to the applicants that are not readmitted to membership in accordance with the provisions of Article 24, Section 1.

I understand and will explain to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion of a member, the Constitution requires the General Secretary and Treasurer shall not readmit the applicant.

.....
Financial Secretary of Lodge No.

IMPORTANT

Remember that applications for Readmission must reach the Grand Lodge office within thirty (30) days from date of expulsion, otherwise no readmission can take place. Applications forwarded by the Financial Secretary at the end of the month will not entitle member to readmission.

The law governing the readmission of expelled members is printed on the back of this form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE XXIV READMISSION.

Expelled Members.

SEC. 1. [a] A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

[b] Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, *together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation.)*

[c] The Financial Secretary must make a written application to the General Secretary and Treasurer *on the form supplied by the Grand Lodge* for the readmission of such expelled member, and also make a written statement that he truly believes said expelled

member to be in sound physical condition at the time such application is made.

[d] Said application and statement must be in the office of the General Secretary and Treasurer within *thirty* days after expulsion occurred.

[e] The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with.

[f] Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

[g] Lodges will be held responsible for the payment of assessments of members so readmitted.

[h] When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

Lodge No.....

[Name of Lodge]

[Lodge No.]

191.....

[Month and Day]

[Year]

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day offor non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 24, Section 1, of the Constitution.

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I further certify that I truly believe all these applicants for readmission to be in good physical condition: that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments: that the same is now in my possession, and held by me in trust as a guarantee of good faith on the part of said applicants. That they have also paid me 25 cents in addition to the amount of assessments, that I have not issued an official receipt for said deposit and I will immediately return the amount so deposited to all applicants that I am notified can not be readmitted to membership in accordance with the provision of Article 24, Sec. 1.

I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

.....
Financial Secretary of Lodge No.....

IMPORTANT

Remember that applications for readmission **MUST REACH** the Grand Lodge within thirty days from date of expulsion, otherwise no readmission can take place.

No application for readmission will be accepted unless same is made upon the prescribed form. Telegrams cannot be accepted.

The law governing the readmission of expelled members is printed on the back of this Form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE No. 24.

READMISSION

Expelled Members

SEC. 1. (a) A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

(b) Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation).

(c) The Financial Secretary must make a written application to the General Secretary and Treasurer on the form supplied by the Grand Lodge for the readmission of such expelled member, and also make a written statement that he truly believes said expelled member to be in sound physical condition at the time such application is made, *and no application for readmission will be accepted by the General Secretary and Treasurer unless the same is on the form supplied by the Grand Lodge.*

(d) Said application and statement must be in the office of the General Secretary and Treasurer within thirty days after the expulsion occurred.

(e) The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with. *Provided, That a member past the age of forty years, who has maintained*

a continuous membership for 10 years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should no have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

(b) When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

(Note—Paragraph (e) in effect 9:20 a. m., June 30, 1913.)

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

..... *Lodge No.*
[Name of Lodge] [Lodge No.]

..... 191
[Month and Day] [Year]

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day of for non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 24, Section 1, of the Constitution.

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I further certify that I truly believe all these applicants for readmission to be in good physical condition: that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments: that the same is now in my possession, and held by me in trust as a guarantee of good faith on the part of said applicants. That they have also paid me 25 cents in addition to the amount of assessments, that I have not issued an official receipt for said deposit and I will immediately return the amount so deposited to all applicants that I am notified can not be readmitted to membership in accordance with the provision of Article 24, Sec. 1.

I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

.....
Financial Secretary of Lodge No.

IMPORTANT

Remember that applications for readmission **MUST REACH** the Grand Lodge within thirty days from date of expulsion, otherwise no readmission can take place.

No application for readmission will be accepted unless same is made upon the prescribed form. Telegrams cannot be accepted.

The law governing the readmission of expelled members is printed on the back of this Form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE No. 24.

READMISSION

Expelled Members

SEC. 1. (a) A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

(b) Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation).

(c) The Financial Secretary must make a written application to the General Secretary and Treasurer on the form supplied by the Grand Lodge for the readmission of such expelled member, and also make a written statement that he truly believes said expelled member to be in sound physical condition at the time such application is made, *and no application for readmission will be accepted by the General Secretary and Treasurer unless the same is on the form supplied by the Grand Lodge.*

(d) Said application and statement must be in the office of the General Secretary and Treasurer within thirty days after the expulsion occurred.

(e) The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with. *Provided, That a member past the age of forty years, who has maintained*

a continuous membership for 10 years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should no have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

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(Note—Paragraph (e) in effect 9:20 a. m., June 30, 1913.)

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

.....Lodge No.
[Name of Lodge] [Lodge No.]

.....191.....
[Month and Day] [Year]

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day offor non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 24, Section 1, of the Constitution.

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I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

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Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



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a continuous membership for 10 years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should no have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

(b) When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

(Note—Paragraph (e) in effect 9:20 a. m., June 30, 1913.)

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

..... Lodge No.
[Name of Lodge] [Lodge No.]

..... 191.....
[Month and Day] [Year]

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day offor non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 24, Section 1, of the Constitution.

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I further certify that I truly believe all these applicants for readmission to be in good physical condition: that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments: that the same is now in my possession, and held by me in trust as a guarantee of good faith on the part of said applicants. That they have also paid me 25 cents in addition to the amount of assessments, that I have not issued an official receipt for said deposit and I will immediately return the amount so deposited to all applicants that I am notified can not be readmitted to membership in accordance with the provision of Article 24, Sec. 1.

I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

.....
Financial Secretary of Lodge No.

IMPORTANT

Remember that applications for readmission **MUST REACH** the Grand Lodge within thirty days from date of expulsion, otherwise no readmission can take place.

No application for readmission will be accepted unless same is made upon the prescribed form. Telegrams cannot be accepted.

The law governing the readmission of expelled members is printed on the back of this Form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE No. 24.

READMISSION

Expelled Members

SEC. 1. (a) A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

(b) Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation).

(c) The Financial Secretary must make a written application to the General Secretary and Treasurer on the form supplied by the Grand Lodge for the readmission of such expelled member, and also make a written statement that he truly believes said expelled member to be in sound physical condition at the time such application is made, *and no application for readmission will be accepted by the General Secretary and Treasurer unless the same is on the form supplied by the Grand Lodge.*

(d) Said application and statement must be in the office of the General Secretary and Treasurer within thirty days after the expulsion occurred.

(e) The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with. *Provided, That a member past the age of forty years, who has maintained*

a continuous membership for 10 years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should no have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

(b) When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

(Note—Paragraph (e) in effect 9:20 a. m., June 30, 1913.)

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

..... Lodge No.
[Name of Lodge] [Lodge No.]

..... 191.....
[Month and Day] [Year]

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day of for non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 24, Section 1, of the Constitution.

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I further certify that I truly believe all these applicants for readmission to be in good physical condition: that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments: that the same is now in my possession, and held by me in trust as a guarantee of good faith on the part of said applicants. That they have also paid me 25 cents in addition to the amount of assessments, that I have not issued an official receipt for said deposit and I will immediately return the amount so deposited to all applicants that I am notified can not be readmitted to membership in accordance with the provision of Article 24, Sec. 1.

I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

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Financial Secretary of Lodge No.

IMPORTANT

Remember that applications for readmission **MUST REACH** the Grand Lodge within thirty days from date of expulsion, otherwise no readmission can take place.

No application for readmission will be accepted unless same is made upon the prescribed form. Telegrams cannot be accepted.

The law governing the readmission of expelled members is printed on the back of this Form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE No. 24.

READMISSION

Expelled Members

SEC. 1. (a) A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

(b) Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation).

(c) The Financial Secretary must make a written application to the General Secretary and Treasurer on the form supplied by the Grand Lodge for the readmission of such expelled member, and also make a written statement that he truly believes said expelled member to be in sound physical condition at the time such application is made, and no application for readmission will be accepted by the General Secretary and Treasurer unless the same is on the form supplied by the Grand Lodge.

(d) Said application and statement must be in the office of the General Secretary and Treasurer within thirty days after the expulsion occurred.

(e) The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with. *Provided, That a member past the age of forty years, who has maintained*

a continuous membership for 10 years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should no have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

(b) When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

(Note—Paragraph (e) in effect 9:20 a. m., June 30, 1913.)

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE



FIREMEN AND ENGINEMEN

.....Lodge No.....
[Name of Lodge] [Lodge No.]

.....191.....
[Month and Day] [Year]

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day offor non-payment of assessments, have requested me to make application for their readmission to membership in this lodge as provided in Article 24, Section 1, of the Constitution.

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I further certify that I truly believe all these applicants for readmission to be in good physical condition: that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments: that the same is now in my possession, and held by me in trust as a guarantee of good faith on the part of said applicants. That they have also paid me 25 cents in addition to the amount of assessments, that I have not issued an official receipt for said deposit and I will immediately return the amount so deposited to all applicants that I am notified can not be readmitted to membership in accordance with the provision of Article 24, Sec. 1.

I understand and have explained to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion, the constitution provides the General Secretary and Treasurer shall not readmit the applicant.

.....

Financial Secretary of Lodge No.....

IMPORTANT

Remember that applications for readmission **MUST REACH** the Grand Lodge within thirty days from date of expulsion, otherwise no readmission can take place.

No application for readmission will be accepted unless same is made upon the prescribed form. Telegrams cannot be accepted.

The law governing the readmission of expelled members is printed on the back of this Form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE No. 24.

READMISSION

Expelled Members

SEC. 1. (a) A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

(b) Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation).

(c) The Financial Secretary must make a written application to the General Secretary and Treasurer on the form supplied by the Grand Lodge for the readmission of such expelled member, and also make a written statement that he truly believes said expelled member to be in sound physical condition at the time such application is made, and *no application for readmission will be accepted by the General Secretary and Treasurer unless the same is on the form supplied by the Grand Lodge.*

(d) Said application and statement must be in the office of the General Secretary and Treasurer within thirty days after the expulsion occurred.

(e) The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with. *Provided, That a member past the age of forty years, who has maintained*

a continuous membership for 10 years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for readmission is accompanied by sworn certificate from some reputable physician that such member is in good health; provided, further, that any member who has filed application for payment of disability claim, or who has received a donation from the Benevolent Fund, and who has maintained a continuous membership for five years preceding his expulsion for non-payment of assessments, may be readmitted to membership in the same class of insurance under the provisions of this section within ninety (90) days after such expulsion, when application for such readmission is accompanied by certificate of the Financial Secretary of the lodge, showing that such expulsion should no have been made because of the disability from which said member was suffering at the time of such expulsion, and a certificate of the Financial Secretary that he has no knowledge of any other disability suffered by such ex-member since his expulsion.

(f) Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

(g) Lodges will be held responsible for the payment of assessments of members so readmitted.

(b) When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

(Note—Paragraph (e) in effect 9 :20 a. m., June 30, 1913.)

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

..... Lodge No.
(Name of Lodge) (No. Lodge)

..... 19
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER :

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day of for non-payment of assessments have requested me to make application for their readmission to membership in this lodge as provided in Section 190 of the Constitution and this lodge hereby requests such readmission.

I hereby certify that I truly believe all these applicants for readmission to be in good physical condition.

I hereby certify that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments and same is now in my possession, and is held by me in trust as a guarantee of good faith on the part of said applicants. I hereby certify that I have not issued official receipt for said deposits and I will immediately return the amounts so deposited to the applicants that are not readmitted to membership in accordance with the provisions of Section 190.

I understand and will explain to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within sixty (60) days after the expulsion of a member, the Constitution requires the General Secretary and Treasurer to refuse to readmit the applicant.

Financial Secretary of Lodge No.


Laws of the Brotherhood Concerning Readmission of Expelled Members.

Readmission of Expelled Members within Sixty Days

SEC. 190. A person who has been expelled for the non-payment of assessments may be readmitted to membership by the *General Secretary and Treasurer*, if within *sixty* days after the expulsion of the former member a request is received by the *General Secretary and Treasurer* from the *Financial Secretary* for such readmission and that the full amount of the delinquent assessments has been deposited with him, and that he truly believes the former member to be in good physical condition when such deposit was made. If a request for readmission under the provision of this section reaches the office of the *General Secretary and Treasurer* after *sixty* days have expired since the expulsion of the former member the *General Secretary and Treasurer* shall not readmit him. A *Financial Secretary* shall not issue an official receipt for any amount deposited with him by an applicant for readmission under the provisions of this section until notified by the *General Secretary and Treasurer* that the applicant has been readmitted. Lodges will be held responsible for the payment of assessments of members so readmitted. When the applicant is not readmitted the amount deposited with the *Financial Secretary* shall be returned to the applicant.

Readmission of Former Members.

SEC. 191. A person who has formerly been a member of the Brotherhood, and who is not eligible for readmission under the provisions of the foregoing section, may request any lodge to make application to the *International President* for his readmission by special dispensation, and if such request meets with the approval of the majority of the members of the lodge at a meeting at which the request is presented the *Recording Secretary*, over the seal of the lodge, shall make application to the *International President* for such readmission and accompanying the application for readmission, an application for beneficiary certificate, completed on the same form and in the same manner as by applicants for initiation, shall be filed with the *International President*, who shall be authorized to issue a dispensation readmitting the applicant to membership, notifying the *General Secretary and Treasurer* and the *Recording Secretary* of the lodge that the applicant has been readmitted, and when his assessment shall begin, provided, that no person may be admitted under the provisions of this section without the consent of the lodge from which he was expelled. A member readmitted under the provisions of this section shall remain a non-beneficiary member until his application for beneficiary certificate has been disposed of by the *General Medical Examiner* in the same manner as in the initiation of a new member.

 Note Carefully the Clauses Which Are Underscored In This Application.

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

-----Lodge No.-----
(Name of Lodge) (No. Lodge)

-----19-----
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day of ----- for non-payment of assessments have requested me to make application for their readmission to membership in this lodge, as provided in Section 190 of the Constitution and this Lodge hereby requests such readmission.

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I hereby certify that I truly believe all these applicants for readmission to be in good physical condition.

I hereby certify that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments and same is now in my possession, and is held by me in trust as a guarantee of good faith on the part of said applicants. I hereby certify that I have not issued official receipt for said deposits and I will immediately return the amounts so deposited to the applicants that are not readmitted to membership in accordance with the provisions of Section 190.

I understand and will explain to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within sixty (60) days after the expulsion of a member, the Constitution requires the General Secretary and Treasurer to refuse to readmit the applicant.

Financial Secretary of Lodge No.-----

Laws of Brotherhood Concerning Readmission of Expelled Members.

Readmission of Expelled Members within Sixty Days.

SEC. 190. A person who has been expelled for the non-payment of assessments may be readmitted to membership by the *General Secretary* and *Treasurer* if within *sixty* days after the expulsion of the former member a request is received by the *General Secretary* and *Treasurer* from the *Financial Secretary* for such readmission and that the full amount of the delinquent assessments has been deposited with him, and that he truly believes the former member to be in good physical condition when such deposit was made. If a request for readmission under the provision of this section reaches the office of the *General Secretary* and *Treasurer* after *sixty* days have expired since the expulsion of the former member the *General Secretary* and *Treasurer* shall not readmit him. *Financial Secretary* shall not issue an official receipt for any amount deposited with him by an applicant for readmission under the provisions of this section until notified by the *General Secretary* and *Treasurer* that the applicant has been readmitted. Lodges will be held responsible for the payment of assessments of members so readmitted. When the applicant is not readmitted the amount deposited with the *Financial Secretary* shall be returned to the applicant.

Readmission of Former Member.

SEC. 191. A person who has formerly been a member of the Brotherhood, and who is not eligible for readmission under the provisions of the foregoing section, may request any lodge to make application to the *International President* for his readmission by special dispensation, and if such request meets with the approval of the majority of the members of the lodge at a meeting at which the request is presented the *Recording Secretary*, over the seal of the lodge, shall make application to the *International President* for such readmission and accompanying the application for readmission, an application for beneficiary certificate, completed on the same form and in the same manner as by applicants for initiation, shall be filed with the *International President*, who shall be authorized to issue a dispensation readmitting the applicant to membership, notifying the *General Secretary* and *Treasurer* and the *Recording Secretary* of the lodge that the applicant has been readmitted, and when his assessments shall begin, provided, that no person may be admitted under the provisions of this section without the consent of the lodge from which he was expelled. A member readmitted under the provisions of this section shall remain a non-beneficiary member until his application for beneficiary certificate has been disposed of by the *General Medical Examiner* in the same manner as in the initiation of a new member.

 Note carefully the clauses which are underscored on this application.

Application for Readmission of Expelled Members



BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

.....Lodge No.....
(Name of Lodge) (No. Lodge)

.....191.....
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day of for non-payment of assessments have requested me to make application for their readmission to membership in this lodge as provided in Article 24, Section 1, of the Constitution, and this lodge hereby requests such readmission.

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I hereby certify that I truly believe all these applicants for readmission to be in good physical condition.

I hereby certify that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments and same is now in my possession, and is held by me in trust as a guarantee of good faith on the part of said applicants. They have also paid me 25 cents in addition to amount of assessments. I hereby certify that I have not issued official receipt for said deposits and I will immediately return the amounts so deposited to the applicants that are not readmitted to membership in accordance with the provisions of Article 24, Section 1.

I understand and will explain to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion of a member, the Constitution requires the General Secretary and Treasurer shall not readmit the applicant.

.....
Financial Secretary of Lodge No.....

IMPORTANT

Remember that applications for Readmission must reach the Grand Lodge office within thirty (30) days from date of expulsion, otherwise no readmission can take place. Applications forwarded by the Financial Secretary at the end of the month will not entitle member to readmission.

The law governing the readmission of expelled members is printed on the back of this form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE XXIV

READMISSION.

Expelled Members.

SEC. 1. [a] A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

[b] Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, *together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation.)*

[c] The Financial Secretary must make a written application to the General Secretary and Treasurer *on the form supplied by the Grand Lodge* for the readmission of such expelled member, and also make a written statement that he truly believes said expelled

member to be in sound physical condition at the time such application is made.

[d] Said application and statement must be in the office of the General Secretary and Treasurer within *thirty* days after expulsion occurred.

[e] The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with.

[f] Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

[g] Lodges will be held responsible for the payment of assessments of members so readmitted.

[h] When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

Application for Readmission of Expelled Members

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

-----Lodge No.-----
(Name of Lodge) (No. Lodge)

-----19-----
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day of -----for non-payment of assessments have requested me to make application for their readmission to membership in this lodge, as provided in Section 190 of the Constitution and this Lodge hereby requests such readmission.

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I hereby certify that I truly believe all these applicants for readmission to be in good physical condition.

I hereby certify that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments and same is now in my possession, and is held by me in trust as a guarantee of good faith on the part of said applicants. I hereby certify that I have not issued official receipt for said deposits and I will immediately return the amounts so deposited to the applicants that are not readmitted to membership in accordance with the provisions of Section 190.

I understand and will explain to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within sixty (60) days after the expulsion of a member, the Constitution requires the General Secretary and Treasurer to refuse to readmit the applicant.

Financial Secretary of Lodge No.-----

Laws of Brotherhood Concerning Readmission of Expelled Members.

Readmission of Expelled Members within Sixty Days.

SEC. 190. A person who has been expelled for the non-payment of assessments may be readmitted to membership by the *General Secretary and Treasurer* if within *sixty* days after the expulsion of the former member a request is received by the *General Secretary and Treasurer* from the *Financial Secretary* for such readmission and that the full amount of the delinquent assessments has been deposited with him, and that he truly believes the former member to be in good physical condition when such deposit was made. If a request for readmission under the provision of this section reaches the office of the *General Secretary and Treasurer* after *sixty* days have expired since the expulsion of the former member the *General Secretary and Treasurer* shall not readmit him. *Financial Secretary* shall not issue an official receipt for any amount deposited with him by an applicant for readmission under the provisions of this section until notified by the *General Secretary and Treasurer* that the applicant has been readmitted. Lodges will be held responsible for the payment of assessments of members so readmitted. When the applicant is not readmitted the amount deposited with the *Financial Secretary* shall be returned to the applicant.

Readmission of Former Member.

SEC. 191. A person who has formerly been a member of the Brotherhood, and who is not eligible for readmission under the provisions of the foregoing section, may request any lodge to make application to the *International President* for his readmission by special dispensation, and if such request meets with the approval of the majority of the members of the lodge at a meeting at which the request is presented the *Recording Secretary*, over the seal of the lodge, shall make application to the *International President* for such readmission and accompanying the application for readmission, an application for beneficiary certificate, completed on the same form and in the same manner as by applicants for initiation, shall be filed with the *International President*, who shall be authorized to issue a dispensation readmitting the applicant to membership, notifying the *General Secretary and Treasurer* and the *Recording Secretary* of the lodge that the applicant has been readmitted, and when his assessments shall begin, provided, that no person may be admitted under the provisions of this section without the consent of the lodge from which he was expelled. A member readmitted under the provisions of this section shall remain a non-beneficiary member until his application for beneficiary certificate has been disposed of by the *General Medical Examiner* in the same manner as in the initiation of a new member.

 Note carefully the clauses which are underscored on this application.

Application for Readmission of Expelled Members



BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

.....Lodge No.
(Name of Lodge) (No. Lodge)

.....191.....
(Month and Day) (Year)

TO THE GENERAL SECRETARY AND TREASURER:

SIR AND BROTHER:—I hereby certify that the following persons who were expelled from this lodge on the second day of for non-payment of assessments have requested me to make application for their readmission to membership in this lodge as provided in Article 24, Section 1, of the Constitution, and this lodge hereby requests such readmission.

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I hereby certify that I truly believe all these applicants for readmission to be in good physical condition.

I hereby certify that at the time of making this application for readmission, said applicants had deposited with me the full amount of their delinquent assessments and same is now in my possession, and is held by me in trust as a guarantee of good faith on the part of said applicants. They have also paid me 25 cents in addition to amount of assessments. I hereby certify that I have not issued official receipt for said deposits and I will immediately return the amounts so deposited to the applicants that are not readmitted to membership in accordance with the provisions of Article 24, Section 1.

I understand and will explain to all applicants for readmission that unless the application reaches the office of the General Secretary and Treasurer within thirty (30) days after the expulsion of a member, the Constitution requires the General Secretary and Treasurer shall not readmit the applicant.

.....
Financial Secretary of Lodge No.

IMPORTANT

Remember that applications for Readmission must reach the Grand Lodge office within thirty (30) days from date of expulsion, otherwise no readmission can take place. Applications forwarded by the Financial Secretary at the end of the month will not entitle member to readmission.

The law governing the readmission of expelled members is printed on the back of this form.

Laws of the Brotherhood Governing Readmission of Expelled Members

ARTICLE XXIV READMISSION.

Expelled Members.

SEC. 1. [a] A member who has been expelled for non-payment of assessments may be readmitted to membership without medical examination upon the following conditions.

[b] Such expelled member must make a request of the Financial Secretary of his lodge for readmission and deposit with said Secretary the amount of all delinquent assessments, *together with the sum of twenty-five cents (which latter shall be retained by the Secretary as compensation.)*

[c] The Financial Secretary must make a written application to the General Secretary and Treasurer *on the form supplied by the Grand Lodge* for the readmission of such expelled member, and also make a written statement that he truly believes said expelled

member to be in sound physical condition at the time such application is made.

[d] Said application and statement must be in the office of the General Secretary and Treasurer within *thirty* days after expulsion occurred.

[e] The General Secretary and Treasurer shall not readmit an expelled member under the provisions of this section, unless the foregoing conditions have been fully complied with.

[f] Financial Secretaries shall not issue an official receipt for any amount received by them from an applicant for readmission under the provisions of this section until notified by the General Secretary and Treasurer that the applicant has been readmitted.

[g] Lodges will be held responsible for the payment of assessments of members so readmitted.

[h] When an applicant is not readmitted, the amount deposited with the Financial Secretary shall be returned to the applicant.

FINANCIAL SECRETARY'S MONTHLY REPORT

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEERENEN

191.....

To the Officers and Members of.....Lodge No.....

Sirs and Brothers:—I have the honor to submit herewith a report of my receipts and disbursements, in compliance with the requirements of the Constitution, for the month, ending on the.....day of.....191....., as follows:

FUNDS OF LODGE

RECEIPTS	DISBURSEMENTS
Balance on Hand from Last Month.....	Beneficiary Assessments
Beneficiary Assessments	Funeral Benefit Assessments.....
Funeral Benefit Assessments.....	General Fund Assessments.....
General Fund Assessments.....	Protective Fund Assessments.....
Local Lodge Assessments.....	General Grievance Committee Assessments
Protective Fund Assessments.....	Benevolent Assessments
General Grievance Committee Assessments	Legislative Board Assessments.....
Benevolent Assessments	Hall Rent
Legislative Board Assessments.....	Sick Benefits
Special Assessments	Printing and Supplies.....
Application Fees	Salaries
Miscellaneous	Local Medical Examiner.....
.....	Beneficiary Certificates No.....@ 25c
.....	Miscellaneous
.....	Balance on Hand.....
Total.....	Total.....

Respectfully submitted,

Financial Secretary.

Approved.....day of.....191.....

 Board of
Trustees.

NOTE—Monthly reports must be made at the first meeting of each month for the preceding month.

Be sure to keep money collected for General Grievance Committee and Legislative Board Assessments entirely separate from money collected for all other funds of the Brotherhood.

FINANCIAL SECRETARY'S MONTHLY REPORT

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEEREN

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General Fund Assessments.....	Protective Fund Assessments.....
Local Lodge Assessments.....	General Grievance Committee Assessments
Protective Fund Assessments.....	Benevolent Assessments
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11

Financial Secretary's Report of Standing of Deceased Member

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

(Write Name of Lodge on above line)

No.

(No. of Lodge)

(Month and Day)

(Year)

To the General Secretary and Treasurer:

Sir and Brother:—This is to certify that I am the Financial Secretary of Lodge No.

and that I have carefully examined the records of my office and find that at the time of his death Brother

(Name of Deceased Member)

was a member of this Lodge in good standing.

I hereby certify that said member paid to me his assessments FOR THE MONTH HE DIED, on the

day of 19

(Remarks)

Place
Lodge Seal
Here

Yours fraternally,

Financial Secretary.

Death Claims—Proof of.

SEC. 14. (a) Upon the death of a beneficiary member in good standing, the person duly designated in the beneficiary certificate of the deceased member, shall be entitled to receive from the beneficiary fund (less funeral expenses, when same have been guaranteed by the local lodge), the sum mentioned in the beneficiary certificate, and as shown by the records of the Grand Lodge, *unless there shall be ample proof furnished to the General Secretary and Treasurer that the beneficiary certificate was procured by making false statements at the time of making application for beneficiary certificate.*

(b) It shall be the duty of the Recording Secretary of the lodge of which the deceased was a member, to immediately make a statement thereof, under seal of the lodge.

(c) There shall be issued a statement and a certificate of death by a coroner, or *affidavit* by the attending physician, which shall set forth the date of injury, and the date and cause of death. The Financial Secretary shall issue a statement under seal of the lodge, certifying to the good standing of the member at the time of his death. Affidavits of at least two reputable witnesses shall be filed with the General Secretary and Treasurer, which prove the death of the member. If a physician was in attendance at the time of death, his affidavit should be filed, or if a coroner held an inquest upon the remains, *a copy of his statement shall be filed.* At least one sworn proof of death shall positively identify the deceased whose claim is filed, as being a member of the Brotherhood.

(d) The Recording Secretary shall forward these statements together with the beneficiary certificate of the deceased, to the General Secretary and Treasurer, who shall adjust the claim if the same is found to be valid.

(e) Any Recording Secretary or Financial Secretary failing to comply with the provisions of this section within thirty days without good and sufficient cause, shall be suspended or expelled, as the international President may determine.

Absent Members—Proof of.

SEC. 15. (a) In the event of the death, as hereinbefore mentioned, of a member while out of the jurisdiction of his lodge, the Recording Secretary of the lodge within whose jurisdiction such death occurred shall make out all reports required by the Constitution, *and forward the same to the Recording Secretary of the lodge to which the member belonged.* The officers and members of all lodges, if requested by the General Secretary and Treasurer, shall promptly furnish all facts in their possession necessary to adjust any claim.

(b) *A member away from his home lodge, desiring to file a claim for total disability, may call upon the lodge under whose jurisdiction he resides, to complete the necessary papers. It shall be the duty of the officers of the lodge to complete all papers required in filing disability claims, to be forwarded to the Recording Secretary of the lodge to which the member belongs, he to forward same to the General Secretary and Treasurer.*

Form B 27

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

Financial Secretary's Report of Standing of Deceased Member

Instructions to Financial Secretary

By referring to the laws governing the filing of Death Claims, which is printed hereon, the Financial Secretary will learn that it is his duty to "issue a statement under the seal of the Lodge, certifying to the good standing of the member at the time of his death."

You will be sure and give exact date on which member paid his assessments for the month in which he died. If you have collected assessments for the month following that in which death occurred, same should be refunded to the beneficiary.

The Financial Secretary will complete a Form B 27 for every Death Claim, and file same with the Recording Secretary, who will promptly forward it and other necessary documents to the General Secretary and Treasurer.

Financial Secretary's Report of Standing of Deceased Member

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN

..... No.
(Write Name of Lodge on above line) (No. of Lodge)

..... 19.....
(Month and Day) (Year)

To the General Secretary and Treasurer:

Sir and Brother:—This is to certify that I am the Financial Secretary of Lodge No.
and that I have carefully examined the records of my office and find that at the time of his death Brother
..... was a member of this Lodge in good standing.
(Name of Deceased Member)

I hereby certify that said member paid to me his assessments FOR THE MONTH HE DIED, on the
..... day of 19.....

(Remarks)
.....
.....

Place
Lodge Seal
Here

Yours fraternally,

.....
Financial Secretary.

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Brotherhood of
Locomotive Firemen and Enginemen

Wage Reduction Movement of 1938

Report Covering Developments Of
Movement Inaugurated By Railroads
In The United States To Secure A
Reduction Of Fifteen Per Cent In
The Wages Of Railway Employees.

Cleveland, Ohio

November 15, 1938

Brotherhood of
Locomotive Firemen and Enginemen

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WAGE REDUCTION MOVEMENT OF 1938

REPORT COVERING DEVELOPMENTS OF MOVEMENT INAUGURATED BY RAILROADS IN THE UNITED STATES TO SECURE A REDUCTION OF FIFTEEN PERCENT IN THE WAGES OF RAILWAY EMPLOYEES.

Cleveland, Ohio,
November 15, 1938.

To All General, Local Chairmen and
Recording Secretaries of Subordinate Lodges,
Brotherhood of Locomotive Firemen and Enginemen.

Sirs and Brothers:

This report has been prepared in order that all concerned may have complete information covering developments in connection with the above subject.

On March 12, 1938, when press statements reported that a representative group of railroad presidents would meet in Chicago on March 18 to consider the advisability of inaugurating a movement to reduce the wages of railway employes, Chairman Harrison of the Railway Labor Executives' Association addressed the following telegram to the President of the United States:

Cincinnati, Ohio, March 12, 1938.

The President of the United States,
The White House,
Washington, D. C.

Mr. Pelley, Association of American Railroads, announces railroads will meet at Chicago March eighteenth to authorize program to cut railroad wages. Any move to reduce railroad workers wages would be most unfortunate, especially in view of recent compensating increase in freight rates granted by Interstate Commerce Commission. Railroad employees have suffered beyond endurance from unemployment and will not cheerfully accept a cut in wages. Believe best interest of the people demands effort by railroads to cut wages be abandoned. Would appreciate conference to discuss this matter early next week.

GEO. M. HARRISON.

Further consideration was given to the subject at a meeting of the Railway Labor Executives' Association on March 15, when the following statement was issued:

STATEMENT OF RAILWAY LABOR EXECUTIVES' ASSOCIATION WITH RESPECT TO THE REPORTED INTENTION OF THE RAILWAY INDUSTRY TO DEMAND NATIONAL WAGE REDUCTIONS

The Railway Labor Executives' Association representing approximately one million railway employees, announces that it will vigorously oppose any attempt on the part of the railways to reduce wages. The announcement of the railways of their intention to make a raid upon the already inadequate living standards of railway employees is totally unwarranted and wage reductions will not be accepted. The troubles faced by the railway industry do not grow out of wages and cannot be cured by wage reductions, rate increases, improved traffic nor any other reasonable remedy will save the railroads. With this financial reorganization, neither wage reductions nor rate increases will be necessary.

Only a few months ago we concluded national wage agreements with the railways in which recognition was given by the carriers to the need for wage increases. Their demands for wage reductions at this early date are wrong in principle, as well as being socially unsound and economically disastrous. If demands for wage changes are to be made on a national basis before the ink is hardly dry on the last National Agreement there can be no business stability. In this move the railways are suggesting a destructive precedent for industry as a whole.

What has happened since these wage agreements were entered into a few months ago? The railways have recently appeared before the I. C. C. demanding increases in freight and passenger rates for the alleged purpose in part of meeting the increased cost of wages. However, immediately following the wage agreements we made with the carriers a few months ago the railways more than recovered the amount of the increases by laying off huge numbers of men,—with the result that employment at this time in the railroad industry is below the previous low levels of 1933 and the total wage bill is now under what it was prior to the time the wage increases were granted. Notwithstanding this, the railways have

just been granted increases in rates by the Interstate Commerce Commission which are regarded by the Commission as just and reasonable and which will provide an estimated additional income of some two hundred seventy-five million dollars per year, all of which will be "velvet" to the railroads since they have overcome the cost of the wage increase by slashing employment.

Notwithstanding all this, we find the railways on the corner again with their tin cup demanding still further donations from employees, many of whom are already living on Chinese Coolie standards of living as a result of low basic wages and part-time employment.

This recently declared intention of the carriers to reduce wages is further evidence of their growing indifference to the broad social and economic interests of our Nation, and our people as a whole, and of their determination to protect the dollars invested in the industry no matter what the cost might be in human misery or business disturbance. It represents a state of social bankruptcy.

The generosity showered upon the railways during depression years by the Government and by railway employees cannot be permitted to encourage the railways to adopt a permanent policy of panhandling. Under the 10 per cent wage deduction agreements between February, 1932, and April, 1935, the employees donated something like four hundred fifty million dollars to the railways. We agreed to this with the understanding that railway employment would be stabilized, but more force reductions followed and share-the-work practices were further extended. Through the RFC and the WPA approximately three quarters of a billion dollars were made available to the railways by the Government. In 1931 the Interstate Commerce Commission approved emergency freight rate increases which extended to October 1, 1933. Somewhat similar increases became effective in April, 1935, with the approval of the Commission, to expire on June 30, 1936, but these were extended to December 31, 1936. During this period the Commission had called the carriers' attention to the need of well considered revisions of the rate structure and to the fact that the carriers themselves had proposed such a revision in October, 1936, and in 1937 further rate increases were granted which yielded about eighty-four million dollars. During this period, 1932 to 1937, inclusive, the interest on accrued debt averaged about five hundred million dollars per year, or about three billion dollars for the six years. As a matter of fact, in 1932 and 1933, when the employees were making donations to the railways from their pay checks, and when the Commission was permitting emergency rate increases notwithstanding the general depressed condition of business, the railways hit a new high peak in their payment of interest to coupon clippers.

As a matter of fact, the railways have enjoyed a steady increase in the efficiency and productivity of their wage dollars. For each dollar paid in wages in 1930, the railways received \$1.68 in operating revenues. For each wage dollar in 1937, the railways received \$2.10 in operating revenues. On the other hand, for each dollar of accrued interest in 1920, the railways had \$12.98 in operating revenues, which declined to \$8.81 in 1937. This clearly demonstrates that the profits derived from greater employee efficiency have been used in great proportion to meet accrued interest.

It is true that the railroads, along with industry generally, have felt the adverse effects of the business decline in recent months. However, car loadings have recently shown a tendency to increase and there appears to be definite signs of an upward swing in business. The demands of the railroads for wage reductions at this time is the surest way that we know of to halt this recovery. Production is based on our capacity to consume and consumption is determined by purchasing power. We cannot increase production nor consumption through any program that will destroy our capacity to consume, yet this is precisely the reverse gear economics by which the railroads now seek to rehabilitate themselves.

This program of the railways is deflationary in both directions. They have recently demanded, and secured, an increase in freight rates which in the opinion of some reliable economists may drive off additional business and they are now seeking to lower wages, which would dry up purchasing power. The railway workers will not submit to this program of deflation. In opposing wage reductions the Railway Labor Executives' Association is taking a sound stand. The railroads represent one of the largest single industries in the country and their demands for lower wages, if realized, would likely inspire a nationwide attack upon the entire American wage structure. This, in our opinion, would be about all that would be needed at the present time to produce national chaos.

Railroad wages are not high. Railway workers as a whole are receiving annual wages today below those of 17 years ago. The railroads, of course, do face problems, some of them permanent and others of a temporary nature. Their top-heavy debt burden, the inescapable necessity for financial reorganization, bus, truck and other forms of competitive transportation, an unwise overdevelopment of plant and facilities, insufficient traffic, and failure to apply the rate increases previously authorized by the Interstate Commerce Commission, have all had their effect upon the industry. Reducing wages, however, will not correct these evils. . . . Any such approach to the problem would be as ineffective as trimming a corn to cure a toothache,—the remedy must be applied where the ailment exists if relief is to be obtained.

Later developments showed that at a meeting of the Board of Directors of the Association of American Railroads held in Washington on March 11, 1938, it was decided to submit the question of a wage reduction to the member roads at a meeting in Chicago on March 18, the carriers being of the opinion that a wage reduction offered the only opportunity for immediate relief from their financial situation. Following this action of the Board of Directors railroad wage reductions gained national prominence.

At a meeting of the member roads of the Association of American Railroads held in Chicago on March 18 action was taken to ask for a conference at the earliest possible date with labor organizations for the purpose of discussing the whole economic situation of the railroad industry, particularly the situation created by the decision in the freight rate case, Ex parte 123.

At a White House conference on March 15, hope was expressed that the railroads should be able to earn enough to carry their employes without wage reductions or layoffs. Further opposition to wage reductions was evidenced when President Roosevelt at a press conference on the same date said that wage reductions were inadvisable. He reiterated this statement on March 18, while the Association of American Railroads were in session at Chicago deciding to inaugurate a wage reduction movement. Members of the Railway Labor Executives' Association at the same time were voicing objections to wage cuts.

Following these developments the Board of Directors of the Association of American Railroads framed a resolution to grant their committee broad powers to negotiate with the labor representatives and this resolution was adopted by the railroad executives. This resolution gave the carriers' committee authority to discuss wage decreases, the effect of consolidations and coordinations on labor and to modify plans in accordance with the outcome of further White House conferences.

On March 19 President Pelley of the Association of American Railroads telephoned Chairman Harrison of the Railway Labor Executives' Association advising that a committee of the A. A. R. would like to meet the labor executives in Washington and suggested March 24 as a convenient date. The Railway Labor Executives' Association was, therefore, convened in Washington on the morning of March 24 and arrangements were made for a meeting with the committee of the A. A. R. at 11:00 A. M. on that date. Assuming that the question of wage reductions would be raised by the railroads the following motion was adopted by the Railway Labor Executives' Association prior to meeting with A. A. R. committee:

That it be the sense of this body that we indicate to the railroads, as emphatically as possible, that we are opposed to any wage deduction or reduction for the classes of employees we represent.

It was agreed that the labor executives would suggest a joint conference of representatives of carriers and labor for the purpose of endeavoring to find some solution of the carriers' difficulties that did not involve a reduction in wages; that possibly a joint consideration of the matter might develop a course of procedure by which some assistance might be obtained from the Government.

At the joint conference held in the Transportation Building, Washington, D. C., at 11:00 A. M., March 24, 1938, the following were present:

REPRESENTATIVES OF ASSOCIATION OF AMERICAN RAILROADS

Western Lines:

S. T. Bledsoe, President, Santa Fe.
J. H. Kurn, Trustee, St. L. & S. F.
Ralph Budd, President, C. B. & Q.
R. M. Durham, Jr., Chief Executive Officer, C. R. I. & P.
Hale Holden, Chairman, Southern Pacific.

Eastern Lines:

E. S. French, President, Boston & Maine.
F. W. Williamson, President, New York Central.
D. J. Kerr, President, Lehigh Valley.
M. W. Clement, President, Pennsylvania.
C. E. Denney, Trustee, Erie Railroad.

Southern Lines:

Geo. B. Elliott, President, Atlantic Coast Lines.
E. E. Norris, President, Southern Railway.
J. B. Hill, President, L. & N. Railroad.

REPRESENTATIVES OF RAILWAY LABOR ORGANIZATIONS

A. Johnston, Grand Chief Engineer, Brotherhood of Locomotive Engineers.
D. B. Robertson, President, Brotherhood of Locomotive Firemen and Enginemen.
J. A. Phillips, President, Order of Railway Conductors of America.
T. C. Cashen, President, Switchmen's Union of North America.
E. J. Manion, President, Order of Railroad Telegraphers.
J. G. Luhrsen, President, American T. D. A.
B. M. Jewell, President, Railway Employees Department A. F. of L.
A. O. Wharton, President, International Association of Machinists.
B. M. Jewell representing International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America.
Roy Horn, President, International Brotherhood of Blacksmiths, Drop Forgers and Helpers.
B. M. Jewell representing Sheet Metal Workers International Association.
C. J. McGlogan, Vice President, International Brotherhood of Electrical Workers.
T. E. Losey representing Brotherhood of Railway Carmen of America.
G. Wright, Vice President, International Brotherhood of Firemen and Oilers.
G. M. Harrison, President, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.
L. E. Keller representing Brotherhood of Maintenance of Way Employees.
A. E. Lyon, President, Brotherhood of Railroad Signalmen of America.
M. S. Warfield, President, Order of Sleeping Car Conductors.
J. J. Skully representing National Organization Masters, Mates and Pilots of America.
A. L. Jones representing National Marine Engineers' Beneficial Association.
Jos. P. Ryan, President, International Longshoremen's Association.
J. Owens, International Longshoremen's Association.

In addition to the Railway Labor Executives' Association, the Brotherhood of Railroad Trainmen was represented by President A. F. Whitney, on invitation from Mr. Pelley.

Prior to the meeting on March 24, the President had appointed a committee to investigate and report on the railroad situation, and during the thorough discussion which ensued at the joint conference on March 24, it was urged by the labor representatives that no wage reduction movement be launched until the President's investigation had been completed. President Pelley stated there were only three solutions to the problem, (1) increased rates, (2) reduction in wages, (3) savings that might be brought about by consolidations and unifications of services and facilities. As a result of this meeting a sub-committee from each group was appointed to consider the situation. It was suggested by the labor representatives that the railroads defer further action on their wage reduction movement until after the President's Committee had made its report, when the two groups would then confer on what should be done in the light of such report.

Subsequently, at a meeting of the Railway Labor Executives' Association, the following action was taken:

That the Association appoint a committee consisting of one from each group to confer with a committee of the Association of American Railroads for the purpose of discussing the general economic situation affecting the railroads, in an effort to see if some program can be developed to aid the industry, (it being understood that a reduction in wages is excluded from consideration) with the understanding that the committee shall report back to the Association for instructions and advice as to policy.

The following were then selected: Group 1, D. B. Robertson; Group 2, A. O. Wharton; Group 3, E. J. Manion; Group 4, S. J. Hogan; together with Brother Geo. M. Harrison, who it was understood would act as chairman of the sub-committee.

A meeting of the joint committee was held on March 25th, when the following memorandum was submitted by the representatives of the A. A. R.:

The railroads submit the following as measures which can be taken to improve the railroad situation:

(1) GENERAL BUSINESS CONDITIONS

Such steps as are available to improve general business conditions, resulting in increase of traffic.

(2) INCREASE IN RATES

The revenues of the railroads can and should be improved by increases in rates wherever that is practicable.

(3) LABOR COSTS

The railroads should have immediate relief in the way of decreases in labor costs.

(4) LOANS FROM RECONSTRUCTION FINANCE CORPORATION

The existing statutes dealing with the authority of the Reconstruction Finance Corporation to make loans to railroads and to buy their obligations should be so amended as to constitute the Government lending agency, rather than the Interstate Commerce Commission, the sole judge of the advisability of such loans and purchases and the adequacy of security. The law should also provide for loans without security to railroads either in or out of bankruptcy for the purpose of meeting the expenses of maintenance.

(5) EQUAL TREATMENT OF ALL FORMS OF TRANSPORTATION

It is recognized that we are confronted not with a railroad problem alone but with a transportation problem, and that the public interest is paramount. Equality of treatment is a prime essential to any solution of the transportation problem. Congress should declare a national transportation policy which would insure equality of treatment. This policy has not been better phrased than by a recommendation found in the report of the Federal Coordinator of Transportation to Congress for 1934:

"It is hereby declared to be the policy of Congress to promote, encourage and develop an adequate national transportation system embracing all necessary transportation service and facilities for the efficient handling of the commerce of the United States and for the national defense; to deal fairly and impartially with each mode of transportation, whether by rail, by water, by air, by highway motor vehicle, by pipe line or by any combination of any two or more of the several modes of transportation; and to foster and preserve all such modes of transportation to the extent consistent with the development of an adequate national transportation system as above described."

The policy above outlined would require:

- (a) The discontinuance of Federal expenditures for the extension and the improvement of waterway and highway transportation where adequate rail transportation already exists;
- (b) That highway and waterway carriers shall pay for the use of the highways and waterways a sum which would represent a fair return upon the amount of Government expenditures for the improvement of such ways (this may call for State action to a certain extent). This principle, among other things, would call for the enactment of a law providing a system of tolls to be charged for the use of navigable waters other than harbors and the Great Lakes, in such a total amount as would represent a fair return upon the amount of money expended by the Government for the improvement of these waterways, plus the cost of maintenance;
- (c) The application to all competing forms of transportation of the same quantity and quality of regulation, this regulation to be administered by the same body. Applying this principle, Congress should enact the Wheeler-Ramspeck bill providing for the regulation of water carriers by the Interstate Commerce Commission; should enact the Pettingill Bill repealing the long and short haul clause of the Fourth Section of the Interstate Commerce Act and should repeal Paragraphs (19) to (21), inclusive, of Section 5 of the Interstate Commerce Act, Paragraph (13) of Section 6 of that Act and Section 11 (d) of the Panama Canal Act, so that railroads may, subject to the approval of the Interstate Commerce Commission, be permitted to own and operate vessels through the Panama Canal, on the inland waterways and otherwise as the public interest may require; and
- (d) The withdrawal of the Federal Government from participating in transportation in competition with private agencies. This principle calls for legislation which will result in discontinuing the operation of the Federal Barge Line on the Mississippi and other rivers and provide for the sale or disposition of the properties.

(6) NO RESTRICTIVE REGULATIONS

Congress and the State Legislatures should refrain from enacting legislation the effect of which is to add to the expenses of operation without substantial benefit to the public interest. In this class are train limit bills, full crew bills, special limitation of hours of service not required for safety, and similar measures now being strongly urged by groups.

(7) RESTATEMENT OF THE RATE MAKING RULE

Section 15a should be rewritten so as to require the Commission in fixing rates to recognize the right of the carriers to a fair return upon the value of the property and so as to eliminate provisions in the law which give the Commission managerial discretion in the matter of fixing rates. The law should also provide for a carryover of revenue from good to lean years.

(8) CONSOLIDATIONS

The railroads without at this time submitting a detailed plan providing for consolidations, recognize the importance of the question and the possibility of effecting economies through that method. They believe that some consolidations should occur, but they are not agreed that these consolidations should follow some pre-conceived, artificial plans. Consolidations should result from negotiations and the working out of economic law, bearing always in mind the public interest.

(9) AMENDMENT OF SECTION 13 OF THE INTERSTATE COMMERCE ACT

Section 13 of the Interstate Commerce Act should be so amended as to give the Commission greater power over State rates. Along this line, it is suggested that the Commission be given the right, in the first instance, when rates are being established, to require the States to conform and the Commission should have the power to suspend decreases in State rates if such decreases result in discrimination against interstate commerce.

(10) TAXATION

In the important field of taxation, the railroads suggest two measures of relief:

- (a) The revenue Act should be amended so as to exempt railroads from the undistributed profits tax.
- (b) Additional taxes imposed by any State on account of the intrastate operations, or the corporate existence, of railroads engaged in interstate commerce, except to the extent such additional taxes may be paid from the current net earnings arising out of or reasonably attributable to such intrastate operations, should be declared an undue burden on interstate commerce and void.

(11) LAND GRANTS

The railroads recommend:

That Congress by appropriate legislation surrender all rights of the Government to use, or have property, persons, troops, mail or express transported over land-grant-aided railroads upon terms different from those applicable where no such aid was extended.

(12) REPARATION

It is suggested that the law be amended in accordance with recommendations already made by the Interstate Commerce Commission providing suitable statutes of limitation as to claims of shippers for reparation.

(13) CONSTRUCTION OR RECONSTRUCTION OF BRIDGES

In connection with the improvement of navigable waters, it often is necessary to rebuild railroad bridges and the approaches thereto. This expense is not occasioned by the railroads and results in no benefits to them. Section 4 of the Act of March 23, 1906, entitled "An Act to regulate the construction of bridges over navigable waters" should be amended to provide that such contingent costs will be made at public expense and not paid for by the railroads.

(14) RAILROAD ADJUSTMENT BOARDS

It is suggested that the Railway Labor Act be amended so as to improve the procedure before Railroad Adjustment Boards. To this end, it is recommended that neutral permanent referees be provided for; that a definite record be made of all proceedings and that the railroads be given the right to court review of decisions of the Adjustment Boards. It is also important that suitable statutes of limitations be included governing the presentation of claims.

The suggestions of the railroads as set forth in the foregoing were discussed in detail but no commitments of any kind were made. The sub-committee representing the Railway Labor Executives' Association vigorously opposed a number of items contained in this memorandum and reiterated their objections to any reduction or deduction in wages. During this conference the sub-committee representing the Railway Labor Executives' Association submitted the following memorandum as a condensed program to be considered as a basis for discussion.

EMERGENCY PROGRAM

1. Government Operation Under Lease.

- (a) Program to Rehabilitate.
- (b) Program to Modernize.

2. Governmental Guarantee.

- (a) Surplus over Interest to be used to retire Debt.
- (b) Program of Rehabilitation.
- (c) Program of Modernization.
- (d) Governmental Loans—Low Rate Interest.

LONG TERM PROGRAM

- 1. Reorganize Financial Structure of Unsound Roads.
- 2. Regulate Water Carriers.
- 3. Modify Section 4 of Interstate Commerce Act.
- 4. Restrict Highway Transportation of Freight to 300 Miles.
- 5. Cease development of Additional Waterways.

While no commitments of any kind were made by the committee representing the railroads with respect to the program submitted by the sub-committee of the Railway Labor Executives' Association, when the conference adjourned it was understood that the two committees would meet again on March 31 for the purpose of determining, if possible, upon a program that could jointly be submitted to the President of the United States for consideration by the committee which had been appointed to deal with the railroad problem.

The Railway Labor Executives' Association convened at Washington, D. C., on March 31 and received the report of the sub-committee regarding the conferences with the carriers' committee on March 25. At this time Chairman Harrison also reported receipt of copy of the report filed with the President by Interstate Commerce Commissioners Splawn, Eastman and Mahaffie, members of the President's committee appointed to consider the railroad problem. At 11:25 the Railway Labor Executives' Association met the carriers' committee. Vice President J. A. Farquharson was also present, representing the Brotherhood of Railroad Trainmen. At this conference the representatives of the carriers suggested the elimination of Item No. 1 of the memorandum submitted by the Railway Labor Executives' Association and Chairman Harrison in turn suggested the elimination of Item No. 3 of the memorandum submitted by the carriers' committee. Considerable interest was taken in Item No. 2 of the memorandum submitted by the Railway Labor Executives' Association, which dealt with the subject of a governmental guarantee, and after a thorough discussion of this subject President Pelley submitted the following:

That the Government guarantee to the railroads for a period of three years a certain amount of net railway operating income based on some fair test period, with the qualification that during these three years the railroads shall expend for maintenance not more than the maximum amount which each carrier expended during the same test period, with due regard to changes in the prices of materials and cost of labor.

A meeting with the President of the United States was suggested for the purpose of discussing this matter. In the meantime consideration was given to the report filed with the President by Commissioners Splawn, Eastman and Mahaffie. The following statement covering that report was addressed to the President by Chairman Geo. M. Harrison of the Railway Labor Executives' Association:

Washington, D. C., April 2nd, 1938.

The President of The United States,
The White House,
Washington, D. C.

Dear Mr. President:

Pursuant to request of Secretary Mr. James Roosevelt I submit comments on report submitted to the President by Messrs. Splawn, Eastman and Mahaffie of the Interstate Commerce Commission, and my observations and recommendations on the "Railroad Problem".

At the outset it should be made clear that the railroad problem has been brought about primarily because of the drastic decline in railroad traffic and revenues caused by the general recession in business, and the heavy debt burden of the railroads resulting from the method pursued in financing the needs of the carriers. Should there be a revival of general business to the level existing early in the fall of 1937, the more distressing difficulties now confronting the railroads would disappear. Therefore, the problem should be approached from the standpoint of reviving general business activity and increasing the volume of railroad traffic.

Five recommendations and one observation are made by the Committee as "Means of Immediate Relief". Recommendations 1 and 2 propose that government funds be made available immediately to the railroads for the purchase of equipment, locomotives and cars, and for other purposes. Assuming that these recommendations were adopted, it is highly doubtful that the railroads would seek such loans. The carriers are now generally over-burdened with debt; to further increase this debt would aggravate their existing plight. The railroads are unable now to pay the fixed charges on existing debt. What the carriers need fundamentally is a restoration of credit. This can be brought about to the full extent needed in only two ways; through reduction in debt to be accomplished by reorganization of capital structure, or through a general revival in business with consequent increase of traffic and earnings. It is my considered judgment that the recommendations offered with respect to government loans to railroads would not afford the immediate relief needed. Further, the railroads now have a surplus of cars and locomotives (to handle present traffic) and it is not reasonable to expect they will borrow funds to add to this surplus equipment until there is an increase in traffic.

Recommendation No. 3 provides for the guaranty by the Federal Government of railroad bonds issued in connection with voluntary reorganizations of capital structures. Such guaranty would obligate the government to a possible maximum of 9 billion dollars. This proposal would make the government the railroad banker. The American public should not be asked to assume this risk.

Recommendation No. 4 provides for the elimination of land grant reductions on the movement of government traffic and would represent a small contribution toward increasing carrier revenue, particularly in the territory where major carrier difficulties exist. I favor this proposal.

While Recommendation No. 5 is in the nature of an observation on railroad wages, it should be definitely understood that the railroad labor unions will vigorously oppose with all the forces at their command any effort to reduce compensation of railway employees. I am indeed surprised that with all the information on railroad wages available to this Committee it should suggest that the carriers might be afforded "definite and positive relief" by slashing the indefensibly low wages of railroad workers. Such a move could result only in two highly undesirable results: The drying up of consumer purchasing power and the initiation of a general wage cutting campaign by all industry. What our country needs is more purchasing power. Relieving the carriers' difficulties by reduction of or deduction from railroad wages might well be likened to administering death producing drugs. This is a deflationary proposal.

The proposal in Recommendation No. 6 for the establishment of one court to have charge of railroad financial reorganizations would operate to expedite reorganization proceedings. The Interstate Commerce Commission is now over-burdened with a complexity of duties and it could well be relieved of passing upon financial reorganization plans. Railroads now in bankruptcy are not an immediate problem. They can be reorganized with a reduction of fixed charges and plans have been or will be submitted, but there must be a revival of traffic and earnings to support even a reasonable amount of debt. Border line railroads could be voluntarily reorganized by amending the Bankruptcy Act to provide that when there is an agreement between the debtor railroad and the owners of two-thirds of the outstanding bonds, the courts be authorized to authenticate the plan of reorganization thereby depriving the selfish minority of its power to exact unreasonable consideration as the price of consummating reorganization programs.

The long term program recommended amounts to a proposal for the recreation of the office of Federal Coordinator of Transportation but under a new name to be known as the "Federal Transportation Authority"; the elimination of "financial abuses"; and the equal and impartial regulation by a single agency of the government of all forms of transportation.

Much good can be accomplished through the elimination of "financial abuses". This proposal should be followed up with such legislation as the facts and circumstances warrant. Railroad Holding Companies and other devices to escape existing laws should be abolished.

Many of the fundamental difficulties now confronting the railroads have been brought about in part because of the development of other forms of transportation and the severe and unfair competitive conditions resulting from such development. It is reasonable to say that there should be a fair field of competition for all forms of transportation with equal regulation. This highly desirable result could best be accomplished through a single agency of the Federal Government. Further, the Federal Government should refrain from the development of additional transportation facilities at the taxpayers' expense to directly compete with private industry. There are now more transportation facilities than the existing volume of traffic can support. Other forms of transportation operate with governmental aid. This policy should either be discontinued or all forms of transportation should be accorded equal treatment in this respect.

The proposal for a Transportation Board to plan and recommend "coordinations and consolidations" constitutes a highly objectionable venture into a new field of governmental activity. Reduced to a simple statement it means railroad management policies will become the responsibility of the Federal Government. While it is said the Transportation Board will not have authority to compel, it is clear the purposes are to be accomplished by coercion; this proving unsuccessful the Board will then recommend specific legislation to compel. Private industry and labor are not prepared to accept governmental interference to this extent. Aside from this highly objectionable principle, consolidation of railroads and the coordination of their facilities means the drying up of rail transportation, the loss of railway transportation service to countless communities and the elimination of some 200 thousand railroad jobs. What our country needs is more employment—not less employment.

Approximately 70% of the alleged economies to be realized from the projects would come about directly by the elimination of railroad employment. With railroad employment at an all time low, (about 900,000) it is difficult to understand how the further destruction of railroad workers' jobs will aid recovery.

Further, the proposal is objectionable because it contemplates that the government deny to all railroad employees who have attained the age of sixty-five years or more and who may be affected by consolidation or coordination projects, the right to work. It is proposed that the government shall take from the employee the only means available to him to meet the requirements of his existence. This proposition definitely cannot be defended unless an equally valuable substitute is given for the employment right destroyed. To force the arbitrary retirement of employees under the Railroad Retirement Act could not have been advocated with the full knowledge of the facts. In the first place the Railroad Retirement Act does not provide an adequate pension for all railroad employees. The average pension payable under these circumstances would not exceed \$60.00 per month. Furthermore, it should be remembered that railroad workers have obligations to their families and their homes; I do not believe that any government can justify or defend a proposal which would deprive a working man of the only means he has of providing for himself and his family, in order to increase the gains of a corporation.

The adverse effect of forced consolidations and coordinations upon communities in general might conceivably result in the default of bonds now supported by taxes collected on railroad facilities, which would be abandoned as a result of coordinations and consolidations. Thousands of communities have been built to serve the needs of the railroads and businesses have been established depending upon railroad payrolls. It is not just and reasonable that the investments and the homes of the people of these communities be completely destroyed through arbitrary governmental action. Since there is no competition in rates paid for railroad transportation service, it is clear therefore that such competition as exists in the railroad industry arises primarily out of the service rendered, and if facilities are to be consolidated and coordinated, competition will be stifled if not completely destroyed.

Railway management and labor had ample experience with the Coordinator idea during the period 1933-1936 and both groups were in agreement on June 16, 1936, that the perpetuation of the experiment was undesirable. I am definitely opposed to the granting of any authorization to a Federal Transportation Authority to interfere with management policies. I think the establishment of a Federal Authority for the purpose of investigation and recommendation as to ways and means of improving the general transportation machine of the country might be beneficial. The scope of operations of the authority should be definitely limited however to broad general questions of transportation.

The recommendation that Congress repeal the provision of the Interstate Commerce Act directing the Interstate Commerce Commission to develop a general plan for the consolidation of railway properties has my indorsement. The carriers have experienced unnecessary financial difficulties because of their investment of surplus funds in the stocks of other railroads in anticipation of future consolidations. The only railroad consolidation that can be made on a sound economic basis and in the public interest is that which results from natural development. The authority vested in the Interstate Commerce Commission to pass on consolidation projects should be retained. Generally the proposal is too broad and would be a dangerous experiment.

At the outset I pointed out that the principal difficulties of the carriers have resulted primarily from lack of credit and insufficient volume of traffic. I believe this problem could be effectively solved by the Federal Government guaranteeing to the railroads for a period of three years a certain amount of net railway operating income, based on some fair test period, with the qualification that during the three years the railroads should expend and be allowed for maintenance not more than the maximum amount which each carrier expended during the same test period, due regard being given to changes in prices of materials and the cost of labor. Adequate provision should be made by the government, of course, in effecting the guarantee, to insure that the public's interest in the matter would be fully safeguarded.

The maximum contingent liability of the government if this suggestion were followed could not exceed 300 million dollars per year, and if the program should produce the effects which I anticipate it is quite possible that no real liability would be assumed by the government. If the plan were put into operation it would have the immediate effect of restoring the credit of the rail carriers generally. A tremendous increase in railroad employment would result from the railroads catching up on their deferred maintenance and huge amounts of materials and supplies would immediately be purchased; thus creating large demands upon the heavy goods industries which are sorely in need of revival. Those industries in turn would add large number of employees to their payrolls. The rail carriers would soon be in a position to borrow such funds as they should need from private sources for equipment, additions and betterments to handle increased traffic. This is a proposal of genuine assistance not only to the railroads but to heavy goods industries. The last recovery was based primarily upon the stimulation of activity in the consumer goods industries. There cannot be any lasting recovery without a revival of the heavy goods industries, which supply a large share of new employment. It will restore the credit of rail carriers; will restore their ability to buy materials and increase employment, and will tremendously increase their ability to buy from the heavy goods industries. It is quite possible that if this program were adopted it would furnish the necessary stimulus for a general revival of business activity and would pull the country out of the present recession. It is a program to increase rather than diminish railroad purchases, employment and general business.

Aside and apart from the other considerations stated the vital relation between the railroad transportation service and the national defense should not be overlooked particularly at the present time.

Sincerely yours,

GEORGE M. HARRISON.

A joint meeting with the President of the United States was subsequently arranged at 11:30 A. M., April 4, between the following representatives of the Association of American Railroads and the Railway Labor Executives' Association:

CARRIERS:

J. J. Pelley, President, A. A. R.
F. W. Williamson, President, New York Central System.
S. T. Bledsoe, President, Santa Fe System.
E. E. Norris, President, Southern Railway.

LABOR:

Geo. M. Harrison, Chairman, Railway Labor Executives' Association.
D. B. Robertson, President, B. L. F. & E.
E. J. Manion, President, O. R. T.
S. J. Hogan, President, National Marine Engineers.

While the President listened attentively to the joint views of the carriers and the employes, which included the suggestion that the government guarantee to the railroads for a period of three years a certain amount of net operating income based on some fair test period, with the qualification that during these three years the railroads should expend for maintenance not more than the maximum amount which each carrier expended during the same test period, with due regard to changes in prices or materials and the cost of labor, he indicated very definitely that he was opposed to any form of subsidy being given to the railroads by the government. The President did state, however, that he hoped the railroads would not resort to the curtailment of operating costs by reducing wages as he feared the effect of any such movement on the entire country. The President indicated that he would perhaps make no recommendations to Congress but might transmit the report which he had received from the three Commissioners, together with such criticisms, comment and recommendations as he had received from other members of the committee, and permit Congress to take such action as it believed the situation warranted.

Following adjournment of the conference with the President, the sub-committee, representing the Railway Labor Executives' Association met with Senator Wheeler, Chairman of the Committee on Interstate Commerce of the United States Senate. They laid before the Senator the views of railway labor and appealed to him to give serious consideration to the joint views of the management and labor

as an emergency measure intended to bring relief to the railroad industry. It was pointed out that our joint proposal would result in creating business in the durable goods industry through the purchase of material and supplies to the extent of several hundred million dollars and that such an expenditure would go a long way toward starting the wheels of industry. In fact, it was urged that such action may prove to be the one thing necessary to start the business of the country on an upward trend.

Following the joint conference held with the President at 11:30 A. M., Monday, April 4, it was understood that nothing further would be done by the carriers in connection with their proposed wage reduction movement pending transmission of the President's message to Congress covering the railroad situation. Accordingly, the Railway Labor Executives' Association was convened in Washington at 9:00 A. M., April 15, the sub-committee having been convened two days in advance of the association meeting in order to check up on developments and be in position to report to the association. A meeting was also arranged between the carriers' committee and the R. L. E. A. at 2:00 P. M., April 15.

Mr. Pelley opened the joint conference by briefly reviewing the history of developments since the first conference requested by the carriers' committee on March 24. He also referred to previous understanding about the carriers postponing their wage reduction movement pending transmission to Congress of the President's report covering the railroad situation. Mr. Pelley stated that in the opinion of the carriers' committee there was nothing contained in the President's message that held out any promise of immediate relief for the railroads. On this point he undertook to obtain a concurring view from Chairman Harrison of the R. L. E. A. Brother Harrison, however, did not agree with Mr. Pelley's statement and added that the matter is still before Congress and there is yet hope that something tangible may be obtained through legislation. Considerable discussion followed with respect to the railroad situation, Mr. Pelley emphasizing the statements previously made on behalf of the carriers' committee that unless some immediate relief was forthcoming through legislation or otherwise, the carriers would find it necessary to launch a movement in an effort to bring about a reduction in wages.

A further discussion developed an understanding between the carriers' committee and the R. L. E. A. that we should explore the possibilities of legislative aid through a conference with Senator Wheeler. This avenue having already been explored the previous day, it was tentatively agreed that such conference could be arranged for Thursday, April 21. Effort was made by the carriers' committee to advance the conference to Tuesday, April 19, in view of the fact that arrangements were being undertaken to hold a meeting of the member roads of the Association of American Railroads at Chicago on Thursday, the 21st. It developed that the proposed meeting at Chicago on April 21 was for the purpose of deciding definitely the question of launching a movement to reduce wages. It was tentatively understood that the R. L. E. A., upon adjournment, would consider whether it would be possible for the labor committee to meet with Senator Wheeler prior to April 21, the conclusions to be conveyed to Mr. Pelley by Chairman Harrison.

The joint conference adjourned at 3:30 P. M. and the R. L. E. A. went into immediate session where further consideration was given to the request of the railroads that a conference with Senator Wheeler be advanced to April 19. It developed that a number of executives had very important engagements which could not be cancelled and as result it was agreed that it would be impossible to meet with Senator Wheeler prior to April 21. This information was conveyed to Mr. Pelley by Chairman Harrison.

When the Railway Labor Executives' Association adjourned at Washington on the evening of April 15, it was understood that another meeting would be held at the Hamilton Hotel, Washington, 9:00 A. M., April 21; that a later meeting the same day would be held with a committee of the carriers and that a joint meeting sometime during the day would also be held with Senator Wheeler. It was also understood that the sub-committee would meet in Washington on April 20. The sub-committee did some preliminary work in connection with the conference to be held with Senator Wheeler on the 21st.

The R. L. E. A. convened at the Hamilton Hotel at 9:00 A. M. on April 21 and at 10:00 A. M. Senator Wheeler, pursuant to arrangements made by the sub-committee the previous day, called at the Hamilton Hotel and met with our associations. Senator Wheeler spent two hours with us discussing various angles

of the railroad situation and the possible remedies that may be made available in an effort to bring about improvement. Chairman Harrison made a very detailed statement covering the developments subsequent to March 18, the date on which the Association of American Railroads met at Chicago and considered the matter of inaugurating a movement to reduce wages. Brother Harrison acquainted Senator Wheeler with the statements made by the carriers' committee to our association with respect to their intention to inaugurate a wage reduction movement and their reasons therefor. Our position in opposition to a wage reduction was also covered in considerable detail and Senator Wheeler was advised with respect to the understanding we finally reached, namely that the railroads would withhold immediate action to obtain a wage reduction pending report from the committee that had been appointed by the President to explore and report on the general railroad situation. Senator Wheeler was also advised of the joint conference of representatives of the carriers and labor with the President on April 4 and of the basis of our discussion with the President as well as the reactions of the President to suggestions made by the joint committee of labor and management. Chairman Harrison then traced the developments following our conference with the President, to and including our later conference with the carriers on April 15, at which conference it was finally agreed that the carriers would continue to withhold the inauguration of a wage reduction movement pending arrangements for, and the holding of a conference with, Senator Wheeler to explore the possibilities of obtaining legislative aid for the railroads in the nature of a guarantee of net railway operating income of an amount to be determined by a given test period to be agreed upon. Chairman Harrison then presented to Senator Wheeler the views which the R. L. E. A. held with respect to and the desirability of the government, through legislation, arranging to provide a guarantee of net railway operating income for a given period. Other members of the association participated at length in the discussion. It was pointed out to Senator Wheeler that the carriers had been stressing a statement to the effect that their pay rolls had been increased to the extent of 130 million dollars annually as result of the wage increases granted to railway employees in August and October, 1937. Senator Wheeler's attention was called to the fact that the reports made to the Interstate Commerce Commission by the railroads showed that immediately following the wage increase granted to the employees represented by the fourteen crafts in August, 1937, the carriers began to curtail employment in order to meet as far as possible the increased cost; that the same thing took place immediately following the increase granted to the five transportation organizations in October, 1937; that notwithstanding the total pay roll had reached \$174,881,420 in October, 1937, it was down to \$148,253,144 in January, 1938, and had continued to drop until it was now about \$130,000,000. In round numbers, it was pointed out, railway employees, as measured by the pay rolls of the railroads are now receiving about 40 million dollars per month less in wages than they received in October, 1937. In other words, instead of there being an annual increase in the pay rolls of the railroads of 130 million dollars, there is an actual decrease of 480 million dollars. In addition to this decrease in wages, total employment had also dropped from 1,205,866 in July, 1937, to 927,308 in March, 1938; that since the wage increase granted in October to the five transportation organizations employment had dropped from 1,146,672 to 927,308, or more than 150,000. In the face of these adverse conditions as to employment and wages, it was made clear to Senator Wheeler that railway employees could not be expected to assume any greater burden for the purpose of relieving the financial condition of the carriers.

Our association also discussed with Senator Wheeler several other suggested means of relief that might be afforded the railroads, all of which involved various types of loans at low interest rates, including, in one instance, the furnishing of money by the government to defray the labor costs of carrying forward maintenance work, provided the carriers would meet the cost of furnishing the materials and supplies incident to such maintenance work.

No commitments were made by either side in the lengthy discussion which took place, the meeting being confined to an exhaustive discussion and exploration of possibilities. Senator Wheeler withdrew from the meeting room about 12 noon, after advising the R. L. E. A. that he would meet with the labor and management committee jointly at 3 P. M.

At 1:30 P. M., the R. L. E. A. met with the carriers' committee in Room 1030 of the Transportation Building, the carriers being represented by:

Mr. J. J. Pelley, President, A. A. R.
W. M. Clement, President, Pennsylvania System.
Ralph Budd, President, Burlington System, and
Judge Fletcher, Counsel for the A. A. R.

Mr. Pelley opened the conference by asking Chairman Harrison of the R. L. E. A. to give the carriers' committee the benefit of our discussion with Senator Wheeler earlier in the day. In reply, Chairman Harrison reviewed in detail the discussion which the R. L. E. A. had with Senator Wheeler, following which Mr. Pelley asked whether or not the R. L. E. A. was still in favor of pursuing our request for legislative action guaranteeing to the carriers a certain net operating income, the amount to be fixed by an average to be determined by a certain test period. Chairman Harrison replied in the affirmative and discussion was then had on this and other features to be discussed later in the day with Senator Wheeler. Mr. Pelley advised that the carriers desired to file with Senator Wheeler a brief statement covering several points which the carriers believed Congress should consider and if possible, act favorably upon, all of which had to do with improving the financial and general conditions of the railroads. None of these proposals were found to be objectionable to labor and Mr. Pelley was advised that they could be introduced during the joint conference without objections on our part.

At 3 P. M. the carriers' committee and the R. L. E. A. met with Senator Wheeler, Senator Truman from Missouri also being present. Senator Wheeler opened the conference by taking up the recommendations cited in the President's message to Congress dated April 12, 1938, as follows:

1. That approximately \$300,000,000 be made available from Government funds for the purchase of railroad equipment, the equipment to be the security for the advance.
2. That for 12 months the Reconstruction Finance Corporation be empowered to make loans without certification by the Interstate Commerce Commission that the railroad can meet its fixed charges.
3. That other forms of Government credit be considered from the point of view of public policy.
4. That Government traffic pay the full rate by eliminating land grant reductions.
5. That the commission does not feel justified in expressing an opinion for or against reduction of railroad wages.
6. That reorganization procedure under Section 77 of the bankruptcy act receive the attention of the Congress, and they suggest consideration of the establishment of a single court in charge of reorganizations.

Each of the above matters was discussed at length, the following tentative conclusions having been expressed by Senator Wheeler:

1. Favorable.
2. No definite commitment, but desired to further explore possible effect of its adoption.
3. Passed without comment, except that nothing contained therein indicated specifically what was contemplated.
4. Favorable, except as to the transportation of troops. Senator Wheeler advised that he had already introduced a bill, by request, covering this subject.
5. Passed without comment or discussion.
6. No definite conclusion, except expression of sympathetic attitude toward the principle involved.

Following discussion of the above matters the subject of providing a guarantee to the railroads of a certain net railway operating income was taken up and discussed at length, at the conclusion of which Senator Wheeler expressed the very definite opinion that there was no possibility of securing legislation of such character; that the President had expressed opposition to any such form of aid being extended to the railroads by the government and that the statement on the part of the President had already prejudiced the possibilities of any such action being taken by Congress. In this connection, Senator Wheeler stated that he had personally canvassed a number of senators with respect to the possibilities of the government providing a guarantee of net railway operating income to the railroads for a given period of time as a means of relieving the financial distress of some of the carriers, improving the general railroad situation and increasing employment, but received no favorable reaction to the suggestion. Senator Wheeler also expressed fear of the result of the government giving guarantee to the railroads on the ground that it would be considered a subsidy and would probably be seized upon by others and endless requests of the same character would doubtless be imposed upon the government. The members of the carriers' committee and the R. L. E. A. pointed out to Senators Wheeler and Truman that subsidies already furnished to other forms of transportation had alienated considerable business from the railroads and that it would appear that any criticism of the government for extending similar aid to the railroads would be without justifications. Notwithstanding repeated efforts made by the carriers and the labor representatives to present the proposal of a guarantee of net railway operating income for a given period, Senators Wheeler and Truman both expressed very definite views against the possibilities of any such action being taken by Congress. It was made very clear that both senators were personally opposed to the guarantee and that their attitude was shared by the other members of the Senate generally.

Discussion then turned to the question of the government furnishing money to defray the cost of labor in connection with maintenance work to be inaugurated by the carriers, provided the carriers would furnish the material and supplies in connection with such work. In exploring this subject it was the unanimous opinion of carrier and labor representatives that if any such program was found possible of accomplishment, all labor employed in connection therewith should be taken from the ranks of furloughed railway employees.

Discussion was also had at some length on the government furnishing money at a very low rate of interest by which the railroads might undertake to buy in, at present market prices, and to retire, a volume of outstanding bonds; thus reducing their bonded indebtedness.

The question of general loans to the railroads on a low interest basis was also discussed at length, particularly with respect to items 1 and 2 of the recommendations cited in the President's message to Congress of April 12.

The conference lasted for more than two hours and adjournment was taken a little after 5 P. M., with the understanding that Senator Wheeler would get in touch with Mr. Jesse Jones, Chairman of the R. F. C., and Mr. Hopkins, head of the W. P. A., with respect to arranging a conference to discuss the three subjects last mentioned above. It was also suggested that arrangements be made to have the Chairman Lea of the House Committee on Interstate and Foreign Commerce, as well as Mr. Rayburn, Majority Leader in the House, including Senator Truman, present at the next conference. It was understood that Senator Wheeler would arrange the conference sometime during the week beginning April 24.

Pursuant to understanding, Senator Wheeler arranged a conference in the office of the Reconstruction Finance Corporation, Washington, D. C., 2:00 P. M., April 26. The following resume of developments at such conference is taken from the report of Chairman George M. Harrison, who represented the Railway Labor Executives' Association:

In attendance at the conference were Messrs. Jesse Jones, Chairman, R. F. C., Senator Burton K. Wheeler, Congressman Clarence Lea, Commissioner Mahaffie, I. C. C., J. J. Pelley, President, and F. H. Fletcher, General Counsel of the Association of American Railroads, Cassius M. Clay, General Counsel of the R. F. C., and Geo. M. Harrison.

The conference opened by Jesse Jones advising that he conferred with Senator Wheeler last week about the railroad situation and he had called this conference for the purpose of discussing recommendations made by the Splawn Committee

in its report to the President and such other suggestions as may be submitted by the members of the conference to improve the general railroad situation. Mr. Jones stated he would like to take up these matters in order and then he proceeded with the following suggestions:

1. Make available to the railroads loans for the construction and purchase of shop equipment, locomotives and cars.

Mr. Jones stated that with the existing lending powers of the R. F. C. it could loan the railroads all of the money they may wish to borrow for these purposes, but it would take a slight amendment to the R. F. C. Act in order to clarify the provisions so that the money could be advanced and subsequently the shop equipment or the locomotives or cars taken as security for the loans. It was pointed out by Mr. Harrison that railroad labor was interested in this matter solely from the standpoint of providing employment for furloughed railroad employees and that the legislation should be so drafted that there would be no question about the right of the railroads to construct the cars and locomotives in their own shops. It was agreed by all conferees that this was a desirable objective and the legislation would be framed accordingly.

2. Loaning of funds to the railroads for the reemployment of furloughed employees to do maintenance work.

Mr. Jones said that he favored an amendment to the R. F. C. Act so that it would not be necessary for the Interstate Commerce Commission to issue a certification that railroads seeking loans from the R. F. C. were not in need of financial reorganization. If this were done it would then permit the R. F. C. to make loans to the railroads for maintenance work solely on the judgment of the R. F. C. as to the soundness of the loan. It was then pointed out by Mr. Harrison that there ought to be some provision for the loaning of funds to buy the materials that would be used by the men. Mr. Jones then asked Commissioner Mahaffie his opinion in regard to the relative amounts of materials used in maintenance work. Mr. Mahaffie responded and said that according to the figures of the I. C. C. for 1936 the ratio of expenditures for maintenance of way was 52% for labor and 48% for material; for maintenance of equipment the ratio was 75% for labor and 25% for materials. Judge Fletcher stated that Dr. Parmelee had advised that it was his opinion the ratio for the two would run about $\frac{1}{3}$ for material and $\frac{2}{3}$ for labor. Mr. Harrison suggested that for any well developed maintenance program the ratio probably would be 50-50 because at the present time much of the work being done in the maintenance of equipment department was on running repairs and little material was used, and in the maintenance of way department the force had been reduced to the point where there were only enough men left to carry on inspection work and consequently there was an unusually high proportion for labor.

After a general discussion of this matter it was agreed that the R. F. C. Act should be amended so that it may loan the railroads money to employ furloughed railroad men to do maintenance work, with a provision that not more than 25% of the loan could be used for the purchase of materials, leaving the balance of 75% for the employment of furloughed railroad labor. It was then pointed out by the Counsel for the R. F. C. that there should be some provision in the legislation to the effect that the loans would be made only on condition that the railroads reemploy men who were furloughed as of a date prior to the enactment of the legislation, otherwise the railroads might temporarily reduce their forces and then re-engage the same men. This appeared to be a very good suggestion and since no one wanted to admit they desired to engage in sharp practice, all agreed such protection was desirable.

Mr. Pelley brought up a proposal that:

The R. F. C. loan the railroads funds for any corporate purpose other than the payment of dividends.

Mr. Jones stated that he was about to come to that subject and it would be just as well to take up the consideration of this matter at that time. The Splawn Committee recommended that the railroads be permitted to borrow funds from the R. F. C. for any corporate purposes for a period of 12 months, without the necessity of the I. C. C. certifying that the applicant for loans was not in need of financial reorganization. Mr. Jones said that he thought this provision could be suspended at least until June 30, 1939, so that the R. F. C. could make loans to the railroads for any corporate purpose but upon security satisfactory to the R. F. C. All conferees agreed this was desirable and that legislation to make the recommendation effective should be drafted.

Mr. Harrison suggested that the R. F. C. might loan the border line railroads funds to buy in their bonds at some previously fixed market price and thereby reduce the outstanding indebtedness and the total amount of fixed charges. Senator Wheeler said that he did not believe this program would work because bondholders would not sell at present low prices and would await an increase in the price of bonds. Mr. Harrison pointed out that the bondholders are now facing possible bankruptcy and most of the institutions that hold railroad bonds have already depreciated their bond account to the market price and they are not now selling their bonds because if they were dumped on the market it would have a tendency to further depress the price. Further, if a certain amount of bonds were bought in by the railroads and retired, it would have a tendency to improve the equity behind the remaining outstanding bonds and the ability of the railroads to pay interest on those bonds and therefore there would be indirect compensation to the bondholders because the remaining securities would increase in price, and it was his judgment with this influence undoubtedly a large number of the bondholders would sell at the low price. Mr. Jones stated that he favored this proposal and if the R. F. C. Act is amended to remove the requirement that a railroad applying for a loan must get a certificate from the I. C. C. that it is not in need of financial reorganization, then the R. F. C. can loan funds to any railroad for the purpose of purchasing its bonds

in the market and retiring the indebtedness, thereby reducing fixed charges. Mr. Pelley and Judge Fletcher did not appear to be interested in this suggestion and undertook to discourage anything being done on this matter. Their purpose was not made clear. Mr. Harrison pointed out that Mr. Bruere, of the Savings Banks, had indicated they had already taken a discount on the bonds and were prepared to make a reasonable sacrifice to bring about an adjustment of the capital structures of the border-line railroads.

Mr. Harrison further suggested that legislation should be enacted to permit railroads to propose voluntary reorganization plans and when such plans are assented to by two-thirds of the security holders then the courts should be authorized to approve the operation of the reorganization plan. This suggestion was discouraged by Mr. Pelley and Judge Fletcher but was supported by Congressman Lea and Senator Wheeler and vigorously defended by Mr. Jones. Mr. Jones said that this was a good suggestion and it went to the root of the difficulties and he favored a solution of the problem in this direction and along the line of the suggestion immediately preceding it.

Mr. Jones wanted to know what else the government might do to help improve the railroad problem. Mr. Pelley said that the railroads wish to secure the following:

- (a) Modification of the Long and Short Haul Clause.
- (b) Regulation of water carriers.
- (c) Full rates on the movement of government traffic and elimination of the land grant reductions in rates.
- (d) Government payment for expenses incurred in relocating railroad bridges to improve navigation.

Senator Wheeler stated that the Senate Interstate Commerce Committee had favorably reported the bill to amend the Long and Short Haul Clause and the bill to repeal the provisions for reductions in rates moving over land grant territory. Congressman Lea said the House had already passed the Long and Short Haul bill and he believed his committee would favorably act upon the land grant bill. Judge Fletcher asked Congressman Lea if he would introduce the land grant bill in the House, but the Congressman made no definite commitment indicating he would like to review the bill before promising to introduce same. Congressman Lea said that he did not believe legislation regulating the water carriers could be secured at this session of Congress. Senator Wheeler favored an effort to get legislation at this session and stated that he doubted the Long and Short Haul bill would be passed by the Senate because there were many Senators who, while they had stated they were favorable to the bill, would do everything they could to prevent the bill from coming to vote. Mr. Harrison pointed out that labor, with the exception of the water service organizations, were in favor of the regulation of all forms of transportation and the modification of the Long and Short Haul Clause of the Interstate Commerce Act, also the enactment of legislation to eliminate reduction of rates on government traffic moving over land grant territory.

Mr. Harrison then brought up the question of government grants to the railroads to pay for labor engaged in maintenance work. Senator Wheeler said that this was a matter that would have to be handled as part of the present general work relief appropriation bill, but stated that he doubted there was much opportunity to get any direct grant to the railroads for this purpose. Mr. Pelley then suggested that in view of the fact that Congress had heretofore made a direct grant of funds for the elimination of railroad grade crossings, perhaps that program could be renewed as part of the President's program of appropriation of funds for work relief. All conferees agreed that this was a worthy project and every effort should be made to get Congress to include an appropriation in the work relief bill.

In view of the joint conferences between the carriers' committee and the Railway Labor Executives' Association in an effort to obtain certain legislation which would improve the financial and general condition of the railroads, the Railway Labor Executives' Association clearly understood that there would be no action taken by the carriers with respect to inaugurating a wage reduction movement while the joint conferences were in progress and that a movement to reduce wages would not be undertaken if the desired legislative relief could be obtained. Notwithstanding the favorable reaction which the Chairman of the Reconstruction Finance Corporation, Senator Wheeler and others evidenced toward the legislative program at the joint conference on April 26, and without any notice or evidence of their intention having been given to Chairman Harrison of the R. L. E. A. or any of the labor committee, the Board of Directors of the Association of American Railroads met in Chicago on April 28, and a meeting of the member roads of that association was also held at the same place on April 29, on which latter date the Association of American Railroads issued a public statement to the effect that the carriers had decided to launch a movement to reduce wages fifteen per cent, effective July 1, 1938. Chairman Harrison of the R. L. E. A. issued a public statement in opposition to the action of the carriers, as did other chief executives. As International President of the B. L. F. & E., I denounced the movement on the part of the

carriers as an act of bad faith and as being a movement inspired by the financial interests which control the railroads, the primary purpose being to embarrass the President in his further efforts to stimulate recovery through the inauguration of his four and a half billion dollar spending-lending program. I also called attention to the fact that there had been a reduction in railroad employment of one hundred fifty thousand men during the past six months; that in addition railway labor pay rolls had been reduced to the extent of forty million dollars per month or four hundred eighty million dollars per year since October, 1937; that if the bondholders and the financial interests that are in control of the railroads would make a similar sacrifice and accept an equal reduction in income, the railroads would need no further assistance.

It would appear that certain addresses delivered by the Chairman of the Interstate Commerce Commission, Mr. W. M. W. Splawn, before the Associated Traffic Clubs of America at Dallas, Texas, and by Commissioner Joseph B. Eastman before the Chicago Traffic Club, were well timed to fit into the wage reduction movement which the carriers contemplated inaugurating. Both of these Interstate Commerce Commissioners attacked the railway wage structure and spoke very sympathetically with respect to the attitude of the carriers in undertaking to reduce their operating costs through the medium of wage reductions. The press carried some of the statements made by Mr. Eastman and in reply thereto the International President issued the following press release:

For Immediate Release
April 27, 1938.

INTERSTATE COMMERCE COMMISSION RESPONSIBLE FOR PRESENT FINANCIAL DISTRESS OF MANY RAILROADS

by

D. B. Robertson, PRESIDENT, BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN, IN REPLY TO STATEMENTS MADE BY Joseph B. Eastman, INTERSTATE COMMERCE COMMISSIONER, BEFORE THE CHICAGO TRAFFIC CLUB ON APRIL 26, 1938.

Commissioner Eastman is playing the role of a self-appointed "Moses" and would have the public believe that he is the only one capable of leading the railroad industry out of its present difficulties. In an effort to win public support for his program he criticises both management and labor. By this method he hopes to divert justified criticism from the Interstate Commerce Commission for its responsibility in connection with the present financial condition of the railroads.

The truth of the matter is that if Commissioner Eastman and his associates, since 1917, had shown the proper interest in the public welfare and the future of our national railroad system, as the Interstate Commerce Act and the oath of office contemplate, many railroads would not now be in bankruptcy with the financial structure of others seriously threatened.

For the past eighteen years the Interstate Commerce Act has provided that no securities may be issued or liabilities assumed by any railroad without investigation and authorization by the Interstate Commerce Commission. The Commission is to make such authorization only if it finds that such issue or assumption is for some lawful object within its corporate purposes and *compatible with the public interest*.

Class I railroads in the United States today have bonds in default aggregating more than three billion dollars, the issuance of which was authorized by the Interstate Commerce Commission after having found that such issuance was compatible with the public interest. Mr. Eastman now proposes that the wages of the employees be reduced in order to enable the railroads to pay interest on these defaulted bonds, since he and his associate Commissioners have found it impossible to raise freight and passenger rates high enough to exact from the public sufficient revenue to pay this interest.

Mr. Eastman in his statement before the Chicago Traffic Club proposes an impartial fact-finding investigation of railroad wages by a Presidential board. Labor will be glad to participate in such an investigation, but it will strongly urge that the same Presidential board investigate the Interstate Commerce Commission for the purpose of determining why it approved and saddled on to the public more than three billion dollars of bonds which have to be considered by the Commission in fixing the rate structure through which the public finally pays the bill.

Mr. Eastman refers to a slight increase made in railway wages last year by agreement between railroad management and labor. It was fairly estimated that the wage increase of 1937 would add a little more than one hundred million dollars to the two billion dollar annual pay roll of the railroads, but would still leave railroad wages far below wages

paid in many other industries for employment which is less hazardous and requires less skill and training than the railroad industry. Since the last recession in business began to affect the railroads more than one hundred fifty thousand men have been dropped from service and the pay rolls have been reduced at the rate of forty million dollars per month or an annual decrease of four hundred and eighty million dollars. Therefore, railway employees are in a far worse position today than they were in 1937.

Mr. Eastman suggests a further deflation of labor and a general reduction in purchasing power with its attendant adversities and in the face of a recovery program inaugurated by the administration and designed to create business. Mr. Eastman would be doing a fine public service if he and his associates would reflect over their "sins of the past" in imposing more than three billion dollars of bonds on the public, all of which are now in default, and instead of seeing the "moat" in his brother's eye would resolve to remove the "beam" from his own eye.

When it became publicly known that the Association of American Railroads would hold a meeting in Chicago on April 28 and 29 for the purpose of giving further consideration to the question of inaugurating a wage reduction movement, Chairman Harrison of the Railway Labor Executives' Association issued a call for the labor executives to meet at Washington on May 4 for the purpose of considering the latest developments and taking steps to protect the interests of railway employees in event the railroads decided to undertake to reduce wages.

At the meeting of the Railway Labor Executives' Association on May 4th, Chairman Harrison reported that following a conference with Chairman Jesse Jones of the Reconstruction Finance Corporation, the Board of Directors of the Association of American Railroads met in Chicago on April 28th, and the press carried announcements to the effect that they would recommend to a meeting of the member roads on April 29th the inauguration of formal procedure to bring about a fifteen per cent reduction in wages. Consideration was given to certain reports which had been received regarding the intention of the railroads to shorten the procedure necessary to accomplish their purpose and it was decided to lay the whole situation before the President of the United States.

Arrangements were made for a conference between the President of the United States and Chairman Harrison, which was held on April 29th. Chairman Harrison advised the President that notwithstanding what he, (the President), had said to the railroads on two occasions regarding the inadvisability of reducing wages, the Board of Directors of the Association of American Railroads had voted to recommend to the member roads the inauguration of a fifteen per cent wage cut movement. The President was informed that if the railroads undertake such a movement, a very serious national situation would be created in regard to transportation, and Chairman Harrison expressed the opinion that such action on the part of the railroads would embarrass the President's program for a restoration of better business conditions. The President reiterated that he was opposed to any cut in wages.

At an informal meeting between representatives of the Railway Labor Executives' Association and Chairman Pelley of the Association of American Railroads on May 3rd, it was learned that the handling of the wage case had been turned over to a committee of which Mr. H. A. Enochs was Chairman. It was also learned that the railroads had abandoned their thought of trying to "short-circuit" the law and that formal notices, under the provisions of the Railway Labor Act, for a fifteen per cent reduction in wages, effective July 1, 1938, would be served not later than May 14th. At this informal meeting the question of securing legislation for the railroads was also made a subject of discussion and Mr. Pelley was advised that since the railroads had decided to launch a movement to cut wages, no further cooperation would be forthcoming from the employees in an effort to secure such legislation.

Having regard for the developments in connection with this subject, the Railway Labor Executives' Association, at the meeting on May 4, 1938, decided that uniform instructions be furnished all general chairmen of organizations represented by the association. A circular letter in the nature of a report covering developments in connection with this subject and containing instructions with regard to procedure under the Railway Labor Act was accordingly drafted and approved by the association. Such letter, as addressed to general chairmen of the B. L. F. & E., on railroads in the United States, is reproduced as follows:

Cleveland, Ohio, May 5, 1938.

All General Chairmen, B. L. F. & E.,
on Railroads in the United States,

Sirs and Brothers:

For several days past the newspapers have carried statements, which seem to have some basis of authenticity, that the railroads in the United States contemplate serving notice under the provisions of the Railway Labor Act of a desire to reduce wages. Although no official confirmation of these press statements has, to my knowledge, been received by any of the organizations or chief executives thereof, affiliated with the Railway Labor Executives' Association, a situation has been created which suggests the advisability of the executives of the organizations bringing the matter to the attention of their respective general chairmen and general committees to the end that uniform understanding may be had with respect to dealing with this situation, first to avoid confusion, and second, to make possible the utilization of every resource of the interested organizations to protect the interests of the employees involved.

Assuming, therefore, that notice of a desire to reduce wages is served by any carrier on any of the organizations on or about May 14, or on any other date, the serving of such notice and the procedure with regard to conferences in connection therewith must conform to the provision of Section 6 of the Railway Labor Act as amended, which reads as follows:

"Carriers and representatives of the employees shall give at least thirty days' written notice of an intended change in agreements affecting rates of pay, rules, or working conditions, and the time and place for the beginning of conference between the representatives of the parties interested in such intended changes shall be agreed upon within ten days after the receipt of said notice, and said time shall be within the thirty days provided in the notice. In every case where such notice of intended change has been given, or conferences are being held with reference thereto, or the services of the Mediation Board have been requested by either party, or said Board has proffered its services, rates of pay, rules or working conditions shall not be altered by the carrier until the controversy has been finally acted upon as required by section 5 of this Act, by the Mediation Board, unless a period of ten days has elapsed after termination of conferences without request for or proffer of the services of the Mediation Board."

General Chairmen and general committees should observe particularly that the above quoted provisions of the Railway Labor Act require that the time and place for beginning of conference on the subject matter contained in the notice shall be agreed upon within ten days after receipt of said notice. Therefore, general chairmen and general committees are advised to acknowledge the notice within ten days after it has been received.

In acknowledging the notice, the time and place for the beginning of conference may be discussed in such acknowledgment, but such time and place for the conference should be agreed upon within ten days after receipt of the notice.

It will be noted that Section 6 further provides that the time for beginning of conference shall be within thirty days provided in the notice. In other words, general chairmen and general committees will be within their rights under the law if they suggest the beginning of conference any time within thirty days after the notice has been received. This does not mean, however, that the conferences shall be concluded within thirty days after the notice has been received. It merely refers to the "beginning of the conference."

In addition to following the procedure outlined above, you are urged to forward to me immediately copy of any wage reduction notice which you receive from your management so that I may be in possession of the information contained therein and be in position to consider the matter jointly with other interested chief executives and to issue further instructions with respect to procedure before you actually begin conferences with your management.

The following instructions are given with respect to procedure if, as result of some development over which you have no control, a conference with your management on a wage reduction notice is actually held before further and more definite instructions are issued:

1. It will not be necessary for you to make definite reply to the wage reduction notice when the first conference is held. The matter can be taken under advisement and a reasonable time consumed in considering the arguments presented by your management in support of their request for a reduction in wages. However, the chief executives have heard the representatives of the Association of American Railroads state their reasons for inaugurating a movement to reduce wages, but nothing has been said which, in the opinion of the chief executives, justifies a reduction in wages.

2. If your management suggests the organization of a national conference to consider the question of reducing wages, you should advise the management that this is a matter you will necessarily have to take under consideration and that reply thereto will be made as early as possible. In this connection I suggest that you then write me and in addition to advising concerning the management's suggestion for a national conference, give me the benefit of your views upon this subject. When information has been received from all interested general chairmen I will then be in position to advise you with respect to the situation and you can then advise your respective managements.

3. Under the Railway Labor Act joint conference on the individual railroads is not compulsory and it is therefore suggested that any conference which you may have with your management with respect to a wage reduction notice be held separately in so far as our organization is concerned; that is, it is suggested that each organization hold separate conferences with their respective managements.

From time to time as developments appear to suggest, additional instructions will be issued.

Yours fraternally,

D. B. ROBERTSON.

Under date of May 12, 1938, formal notices were served on the committees by the respective railroads to the effect that it was the intention of the railroads to reduce wages to the extent of fifteen per cent, effective July 1, 1938. Such notice reads as follows:

We hereby give notice under the provisions of the existing agreement with your organization, and in accord with the Railway Labor Act, of our intention to reduce all rates of compensation, including arbitraries, special allowances and all other forms of money payments, fifteen (15) per cent, effective July 1, 1938.

A similar notice is being served by this carrier on its other classes of employees and by other carriers on their various classes of employees.

It is our desire to conduct with your committee the initial conference provided for in Section 6 of the Railway Labor Act, and we shall be glad to meet with you at my office,, on at o'clock for such conference. Please advise if that place, date and hour will be acceptable to you.

In the event agreement is not reached in such conference, this Company is ready to join with other railroads and be represented by a committee authorized to meet a corresponding committee representing the employees to handle the matter to a conclusion, and we request that you join with other national organizations of employees for the purpose of conducting conferences through a joint committee representing all such organizations.

The procedure herein suggested with respect to joint committees is in line with the recommendations in the agreement signed at Washington, D. C., on the 26th day of April, 1934, providing for the restoration of the then prevailing ten per cent (10%) wage reduction, and is in accord with the method followed, at the suggestion of the employees, in disposing of their request for wage increases during 1937.

Yours truly,

Information was received from the general chairmen of our Brotherhood on the following named railroads to the effect that the above notice was served on them by their respective managements:

WESTERN DISTRICT

Alameda Belt Line
Alton R. R. Co.
Alton & Southern R. R.
Atchison, Topeka & Santa Fe (Proper)
Atchison, Topeka & Santa Fe (Coast Lines)

Belt Ry. Co. of Chicago
Burlington-Rock Island R. R. Co.
Butte, Anaconda & Pacific R. R.

Camas Prairie R. R. Co.
Chicago & Eastern Illinois Ry. Co.
*Chicago & Illinois Midland Ry. Co.
Chicago & Northwestern Ry. Co.

Chicago & Western Indiana R. R. Co.
Chicago, Burlington & Quincy R. R. Co.
Quincy, Omaha & Kansas City R. R. Co.
Chicago Great Western R. R. Co.
Chicago, Milwaukee, St. Paul & Pacific (Lines East)
Chicago, Milwaukee, St. Paul & Pacific (Lines West)
Chicago, Rock Island & Pacific Ry. Co.
Chicago, St. Paul, Minneapolis & Omaha Ry. Co.
Colorado & Southern Ry. Co.
Colorado & Wyoming Ry. Co.

Davenport, Rock Island & North Western Ry. Co.
Denver & Rio Grande Western R. R. Co.
Denver & Salt Lake Ry. Co.

*Wage Reduction Notice did not contain reference to national handling of the question as suggested in the fourth paragraph of the general notice served on other railroads.

WESTERN DISTRICT

Des Moines Union Ry. Co.
Duluth & Iron Range R. R. Co.
Duluth, Missabe & Northern Ry. Co.
Duluth South Shore & Atlantic Ry. Co. and
Mineral Range R. R. Co.
Duluth, Winnipeg & Pacific Ry. Co.

East St. Louis Junction Ry. Co.
Elgin, Joliet & Eastern Ry. Co.
Fort Worth & Denver City Ry. Co. and
Wichita Valley Ry. Co.
Fort Worth Belt Ry. Co.

Galveston, Houston & Henderson R. R. Co.
Galveston Wharf Co.
Great Northern Ry. Co.
Green Bay & Western R. R. Co.
Gulf, Colorado & Santa Fe Ry. Co.

Houston Belt & Terminal Ry. Co.

Illinois Central R. R. Co.

*Illinois Terminal Co.

International-Great Northern R. R. Co.

Kansas City Southern Ry. Co.
Kansas City Terminal Ry. Co.
Kansas, Oklahoma & Gulf Ry. Co.

*Lake Superior & Ishpeming

Lake Superior Terminal & Transfer Ry. Co.

*Manufacturers Railway Co.

Midland Valley R. R. Co.
Minneapolis, Northfield & Southern Ry.
Minneapolis, St. Paul & Sault Ste. Marie Ry. Co.
Minnesota & International Ry. Co.
Minnesota Transfer Ry. Co.
Missouri-Illinois R. R. Co.
Missouri-Kansas-Texas R. R. Co.
Union Terminal Ry. (Dallas, Tex.)
Missouri Pacific R. R. Co.

Northern Pacific Ry. Co.

Northern Pacific Terminal of Oregon

Ogden Union Railway & Depot Co.
Oklahoma City-Ada-Atoka Ry. Co.
Oregon, California & Eastern Ry. Co.

*Pacific Coast R. R. Co.

Peoria & Pekin Union Ry. Co.

Peoria Terminal Co.

Port Terminal R. R. Association

St. Joseph Terminal R. R. Co.
St. Louis, Brownsville & Mexico Ry. Co.
St. Louis-San Francisco Ry. Co.
St. Louis Southwestern Ry. Co.
St. Paul Bridge & Terminal Ry. Co.
St. Paul Union Depot Co.
San Antonio, Uvalde & Gulf R. R. Co.
San Diego & Arizona Eastern Ry. Co.
Sioux City Terminal Ry. Co.
South Omaha Terminal Ry. Co.
Southern Pacific R. R. Co. (Pacific System)
Southern Pacific R. R. Co. (Atlantic System)
Spokane, Portland & Seattle Ry. Co.
Terminal R. R. Association of St. Louis
Texas & Pacific Ry. Co.

Texas Pacific-Missouri Pacific Terminal R. R. of New Orleans

Cisco & Northeastern Ry. Co.

Abilene & Southern Railway Co.

Texas-New Mexico Ry. Co.

Weatherford, Mineral Wells & Northwestern Ry. Co.

Union Pacific R. R. Co. (Eastern District)
Union Pacific R. R. Co. (Central District)
Union Pacific R. R. Co. (Northwestern District)
Union Pacific R. R. Co. (Southwestern District)
Union Railway Co. (Memphis, Tenn.)
Union Terminal Ry. Co.

Wabash Ry. Co. and

Ann Arbor R. R. Co.

Western Pacific R. R. Co.

*Wichita Terminal Association

EASTERN DISTRICT

*Aliquippa & Southern R. R. Co.
Akron & Barberton Belt R. R. Co.
Akron, Canton & Youngstown Ry. Co.

Baltimore & Ohio R. R. Co.

Baltimore & Ohio Chicago Terminal R. R. Co.

Baltimore & Ohio R. R. Co. (Buffalo Div.)

Baltimore & Ohio R. R. Co. (B. & S. Dist.)

Bessemer & Lake Erie R. R. Co.

Boston & Albany R. R. Co.

Boston & Maine R. R.

Buffalo Creek R. R. Co.

Canadian National (Lines in New England)
Canadian National (Grand Trunk Western R. R. Co.)
Central R. R. Co. of New Jersey
Central Vermont Ry., Inc.
Chesapeake & Ohio Ry. Co. (Hocking Division)
Chicago, Indianapolis & Louisville Ry. Co.
Chicago Junction Ry. and
Chicago River & Indiana R. R. Co.
Cleveland, Cincinnati, Chicago & St. Louis Ry. Co.
Cincinnati Union Terminal Co.

*Delaware & Hudson R. R. Corp.

*Wage Reduction Notice did not contain reference to national handling of the question as suggested in the fourth paragraph of the general notice served on other railroads.

EASTERN DISTRICT

Delaware, Lackawanna & Western R. R. Co.
Detroit, Toledo & Ironton R. R. Co.
Detroit & Toledo Shore Line R. R. Co.

Erie R. R. Co.

Huntingdon & Broad Top Mountain R. R. & Coal Co.

Indianapolis Union Ry. Co.

Lake Terminal R. R. Co.

*Lehigh & New England R. R. Co.

Lehigh Valley Ry. Co.

Long Island R. R. Co.

Louisville & Jeffersonville Bridge & R. R. Co.

Maine Central R. R. Co.

Michigan Central R. R. Co.

Monogahela Ry. Co.

*Monongahela Connecting R. R. Co.

*Montour R. R. Co.

Newburgh & South Shore Ry. Co.

New York Central R. R. Co. (Lines East)

New York Central R. R. Co. (Lines West)

New York Central R. R. Co. (Catskill Mountain Branch)

New York Central R. R. Co. (Illinois Div.) and

Indiana Harbor Belt R. R. Co.

New York Central R. R. Co. (Ohio Central Lines)

New York, Chicago & St. Louis R. R. Co. (Nickleplate Dist.)

New York, Chicago & St. Louis R. R. Co. (Cloverleaf Dist.)

New York, Chicago & St. Louis R. R. Co. (Lake Erie & Western Dist.)

New York, New Haven & Hartford R. R. Co.

New York, Ontario & Western Ry. Co.

New York, Susquehanna & Western R. R. Co. and
Wilkes Barre & Eastern R. R. Co.

Pennsylvania Company (Lines East)

Pennsylvania Company (Lines West)

Pennsylvania-Reading Seashore Lines

Pere Marquette Ry. Co.

Pittsburgh & Lake Erie R. R. Co.

Pittsburg & Shawmut R. R. Co.

Pittsburg & West Virginia Ry. Co.

*Pittsburg, Allegheny & McKees Rocks R. R. Co.

*Pittsburgh, Lisbon & Western R. R. Co.

Pittsburg, Shawmut & Northern R. R. Co.

Reading Company

River Terminal Ry.

Staten Island Rapid Transit Ry. Co.

Toledo Terminal

Washington Terminal Co.

Wheeling & Lake Erie Ry. Co.

SOUTHEASTERN DISTRICT

Atlanta Joint Terminals

*Atlantic & Yadkin Ry. Co.

Atlantic Coast Line R. R. Co.

Birmingham Southern R. R. Co.

Central of Georgia Ry. Co.

Chesapeake & Ohio Ry. Co.

Clinchfield R. R. Co.

Columbus & Greenville Ry. Co.

Florida East Coast Ry. Co.

Georgia Railroad Lessee Organization

*Gulf, Mobile & Northern R. R. Co.

New Orleans Great Northern Ry. Co.

Kentucky & Indiana Terminal R. R. Co.

Louisville & Nashville R. R. Co.

*Mobile & Ohio

Nashville, Chattanooga & St. Louis Ry.

Norfolk & Portsmouth Belt Line R. R. Co.

Norfolk & Western Ry. Co.

Norfolk Southern R. R. Co.

Richmond, Fredericksburg & Potomac R. R. Co.

Savannah & Atlanta Ry.

Seaboard Air Line Ry. Co.

Southern Railway Co.

Tennessee Central Ry. Co.

*Wage Reduction Notice did not contain reference to national handling of the question as suggested in the fourth paragraph of the general notice served on other railroads.

At a meeting of the Railway Labor Executives' Association on May 18th and 19th, this question was given further consideration, and the following statement was issued as a press release for the morning papers of Friday, May 20, 1938:

If the railroad managements insist on going through with their attempt to cut employee's wages 15 per cent the only ultimate result will be a nation-wide strike.

The railroad workers of America, already grossly underpaid, simply will not accept a wage reduction of any kind. They have already been heavy sufferers from the railroads' policy of putting the payment of interest to wealthy bondholders above decent living standards for their employees. The workers will not submit to any further victimization along that line. Any further attempt to injure their living standards will mean a fight.

The railroads have served formal notices of their intention to reduce railroad workers' buying power \$250,000,000 a year. The Standard Railroad Labor Organizations will, of course observe, as they always have, the Railway Labor Act in their effort to prevent this unjustified raid on railroad employees' pay envelopes. But if the railroads cannot be convinced that a wage reduction is not only unjustified, but is absolutely dangerous to the economic structure of this nation, it will be necessary for the railroad employees to use their economic strength to save the railroad industry from committing social suicide and dragging other industries along with it.

Railroad labor wants to cooperate with management in solving the industry's problem, but the workers will not stand for being the goat. Railroad labor was engaged in such cooperative movement at the time the railroads served their official notices of the proposed wage cut. In doing this the railroads acted in bad faith. They double-crossed labor when they served this wage reduction notice because railway management and workers had reached an understanding that no such notice would be served while the workers were cooperating with management in seeking financial relief through other sources. The representatives of labor remained in Washington seeking legislative relief for the railroads in keeping with this understanding. The railroad presidents, however, ran out, went to Chicago and publicly announced their intention to cut wages 15 per cent.

In spite of persistent propaganda put out by the railroads, railroad wages are not high. The myth of 'high railroad wages' completely vanishes in the face of cold actual facts on what the workers in this industry are receiving. As a matter of fact, wages in the railroad industry rank among the lowest paid in the nation's major industries.

While the government is launching a four and one-half billion dollars spending program to increase buying power, the railroads are launching a movement to decrease buying power by \$250,000,000. This is poor cooperation in face of the fact that the railroads have recently received authority from a governmental agency to increase their freight rates by \$275,000,000 per year.

It was also decided that further information and instructions should be issued to the general chairmen and therefore a letter of instructions was drafted and accepted as a guide for further procedure. The following circular under date of May 21, 1938, was accordingly mailed to the general chairmen of our Brotherhood from whom information had been received showing that their managements had served the wage reduction notice of May 12, 1938:

Cleveland, Ohio, May 21, 1938.

To All General Chairmen, B. L. F. & E.,
on Railroads in the United States,

Sirs and Brothers:

Supplementing my letter of May 5th concerning procedure to be followed in dealing with the attempt on part of the railroads to reduce wages, the following is furnished as a matter of information and further guidance.

The railroads claim that their present financial position is worse than it was in January, 1932, when a deduction of ten per cent was agreed to voluntarily by the employees.

The present position of railway employes is even more desperate than it was in 1932, both before and after the ten per cent deduction.

Railroad employment at present is not only below the lowest point reached during the depression, but is at the lowest level reported by the railroads to the Interstate Commerce Commission since 1899. 260,000 railroad workers have lost their jobs since last July, as the figures below indicate.

RAILROAD EMPLOYMENT

(I. C. C. Reports)

1920.....	2,022,832
1926.....	1,762,705
1929.....	1,644,149
1933 (March 15).....	907,000 (Low point of depression)
1937 (July 15).....	1,162,000 (Highest point since depression)
1938 (April 15).....	900,977

On Class I Railroads, excluding switching and terminal companies the total compensation received by railroad employees during February, 1938, was only 7 million dollars more or 5.8% in excess of the total compensation received in February, 1932, after the 10% wage deduction had been put into effect. The 15% reduction asked by the railroads (estimated to cost \$250,000,000 annually) would drive this compensation far below the levels prevailing subsequent to the 1932 wage reduction.

TOTAL COMPENSATION

(I. C. C. Reports)

	1932	1937	1938	% Difference 1932-1938
January	\$140,271,000	\$153,439,000	\$142,329,000	+1.5
February	123,679,000	147,207,000	130,887,000	+5.8
March	131,492,000	161,552,000	141,847,000	+7.9

The average hourly compensation of railroad employees at present is substantially lower than that received by employees in a number of other major industries, wherein employment is not as closely connected with the public safety and interest.

AVERAGE HOURLY COMPENSATION

All Railroad Workers (I. C. C. Reports)

	Cents per Hour
1937.....	70.9

OTHER INDUSTRIES

(February, 1938, National Industrial Conference Board)

	Cents per Hour
Automobile	93.0
Rubber	82.3
Rubber Tires and Tubes.....	97.3
Petroleum Refining	97.8
Printing - News and Magazines.....	93.6
Iron and Steel.....	81.3
Electrical Manufacturing	80.1
Agricultural Implement	80.3

Literally thousands of railroad employees are now working only a few hours a day and a few days a month. Part time employment is as bad, if not worse, than it has been at any time during the depression. Railroad employees on some properties are receiving as low as 15 and 20 cents an hour. Over 100,000 employees are actually receiving less than 40 cents an hour for their services. (In this connection general chairmen should cite conditions prevailing on their own property and on other roads with which they may be familiar.)

The railroads are now receiving more for the wages paid their employees than at any other time during their history, due in large part to the increased efficiency and productivity of railroad workers, as indicated below:

RAILWAY OPERATING REVENUES (Class 1)

Per Dollar of Compensation

Year	Amount	Year	Amount	Year	Amount
1920	\$1.68	1926	\$2.17	1932	\$2.07
1921	1.99	1927	2.11	1933	2.20
1922	2.11	1928	2.16	1934	2.15
1923	2.09	1929	2.17	1935	2.10
1924	2.10	1930	2.07	1936	2.19
1925	2.14	1931	2.00	1937	2.10

RAILWAY LABOR COST PER REVENUE TRAFFIC UNIT

(I. C. C. Reports)

Year	Mills	Year	Mills	Year	Mills
1920	6.4	1926	5.0	1932	5.4
1921	6.5	1927	5.2	1933	4.7
1922	5.7	1928	5.1	1934	4.7
1923	5.4	1929	5.1	1935	4.9
1924	5.4	1930	5.2	1936	4.6
1925	5.2	1931	5.4		

Revenue ton-miles plus revenue passenger miles weighted divided into compensation chargeable to operation.

The above figures do not give a complete picture of the actual increase in the productivity of railroad labor, because they do not take into account all of the work actually performed—just the revenue work.

While the financial condition of the carriers is not all that might be desired, when considered from the standpoint of present revenue, it should not be overlooked that the Interstate Commerce Commission has just granted freight rate increases estimated to yield approximately \$270,000,000 annually. (Ex Parte 123.) Railway labor supported the position of the railroads on behalf of these increased rates.

Latest financial returns indicate an upturn in railroad revenues. This upturn should be stimulated by the President's recovery program, which should not be defeated or handicapped by a general wage cutting policy on the part of industry.

The following statement of freight car loadings shows an interesting comparison as between the three years indicated:

FREIGHT CARLOADINGS

Week Ending

1933	1937	1938
February 25.....462,315	February 27.....692,393	February 26.....511,930
March 4.....481,208	March 6.....730,329	March 5.....552,916
March 11.....441,361	March 13.....744,499	March 12.....556,664
March 18.....453,637	March 20.....754,922	March 19.....540,332
March 25.....479,959	March 27.....756,416	March 26.....572,952
April 1.....498,356	April 3.....721,229	April 2.....523,489
April 8.....492,061	April 10.....711,079	April 9.....521,978
April 15.....498,182	April 17.....746,523	April 16.....537,585
April 22.....496,512	April 24.....756,248	April 23.....523,767
April 29.....538,809	May 1.....777,827	April 30.....543,075
May 6.....527,118	May 8.....767,481	May 7.....536,000

The employees have not been responsible in the slightest measure for the present financial condition of the carriers, which has been brought about fundamentally by top-heavy debt structure.

Carrier	1937	
	Net Railway Operating Income	Total Fixed Charges
N. Y., New Haven & Hartford.....	\$ 4,591,390	\$14,555,786
New York Central.....	36,028,267	52,197,064
Baltimore & Ohio.....	24,908,625	32,184,031
Pennsylvania	73,000,926	80,679,411
Illinois Central	14,635,913	17,132,860
Seaboard Air Line.....	4,348,988	9,319,256
Chicago & North Western.....	37,401	16,702,507
C. M. St. P. & Pacific.....	8,790,661	14,902,320
Northern Pacific	10,651,002	14,411,675
C. R. I. & P.....	3,927,186	14,471,101
Southern Pacific	17,876,124	31,888,840
Missouri-Kansas-Texas (incl. M. K. T. of Texas).....	2,962,698	4,220,211
Missouri Pacific	11,003,379	21,119,649
St. Louis-San Francisco	4,967,011	12,855,098

(I. C. C. Reports)

Railway employees cannot fairly and justly be called upon to make still greater sacrifices and undergo additional hardships merely to bolster up and prolong the existence of a capital structure which is inflated to the point where no reasonably anticipated earnings will make it possible to meet the burden charged against the industry.

The proposed 15% reduction in wages, which would actually cause suffering on the part of a large number of employees, their families and dependents, would not constitute a drop in the bucket with respect to putting the railroads back on a permanently sound financial basis.

In my circular of May 5th reference was made to the possibility of the carriers suggesting their proposal to reduce wages be considered in a national conference. Information now being received from general chairmen indicates the carriers are proposing a national conference to be arranged sometime after conferences on the individual properties have been held pursuant to the provisions of the Railway Labor Act.

This matter has been given consideration by the Railway Labor Executives' Association and it has been decided that eventually national handling of the wage question would be preferable. Therefore, you may feel free to answer your management on this question in so far as our Brotherhood is concerned. This is a matter, however, on which the members of your general committee should express themselves, and I suggest that you submit it to each member of your committee by mail, or otherwise, and be guided by their views. Such expression of views should, of course, be obtained before you make definite reply to your management on the subject of a national conference.

Fraternally yours,

D. B. ROBERTSON.

Copy to:

All Grand Lodge Officers.

The basis of the foregoing instructions, when adopted by the Railway Labor Executives' Association, did not commit any of the organizations either for or against the matter of participating in national conferences on the wage question, as suggested by the railroads. Each organization was left free to determine that question for itself and the position stated in the foregoing letter is self-explanatory in so far as our Brotherhood is concerned.

As hereinbefore indicated, the managements of a few railroads did not indicate in their wage reduction notices a willingness to join with other railroads and be represented by a committee authorized to meet a corresponding committee representing the employees to handle this matter to a conclusion on a national basis. Such railroads are indicated by an asterisk in the list published in this report. In order that our members might be protected against any arbitrary reduction in wages being made effective by these railroads on July 1, the following circular containing instructions with regard to procedure was addressed to our general chairmen on all such roads:

Cleveland, Ohio, June 1, 1938.

Dear Sir and Brother:

It is observed that most of the notices which have been served upon our general chairmen and general committees by carriers in the United States, advising of a desire to make a fifteen per cent reduction in wages of railway employes, contain a suggestion that in event conferences on the individual properties fail, the entire matter be then handled nationally through a committee representing the carriers and a committee representing the interested employes. However, in the notice which you received from your management, copy of which you furnished me, no suggestion was made with respect to national handling if you refuse to accede to the reduction in wages, and it is in connection with this particular feature that I am now addressing you.

Section 6 of the Railway Labor Act provides in part as follows:

"In every case where such notice of intended change has been given, or conferences are being held with reference thereto, or the services of the Mediation Board have been requested by either party, or said Board has proffered its services, rates of pay, rules, or working conditions shall not be altered by the carrier until the controversy has been finally acted upon as required by Section 5 of this Act, by the Mediation Board, unless a period of ten days has elapsed after termination of conferences without request for or proffer of the services of the Mediation Board."

If, during a discussion of the wage notice, your management raises the question of national handling, then you should be guided by advice given in previous circulars dated May 5 and May 21, 1938. If this question is not raised, then it must be assumed that your management intends to handle the wage question individually. In that event, you should immediately notify this office when your conferences terminate so that I can arrange to invoke the services of the National Mediation Board within ten days from the date of such termination of conferences. This will protect against any action being taken on the part of your management to arbitrarily reduce wages because, as indicated in the above quoted excerpt from Section 6 of the Railway Labor Act, the invocation of the services of the National Mediation Board will serve as a protection against any arbitrary action to reduce wages.

On a few railroads an agreement has been reached between the management and our committee to the effect that the wage question on their particular property will be held in abeyance and will be disposed of on the same basis as the main issue is finally disposed of in national conference. You, of course, are at liberty to make such an arrangement with your management if you so desire. You are also at liberty to raise the question of national handling, should your management fail to do so, and you are authorized to suggest that the matter be handled in national conference. Please keep in mind, however, that if your management declines to agree to national handling of the wage question, you must report that fact to me immediately so that I may take advantage of the law and invoke the service of the National Mediation Board for the reasons above stated.

Yours fraternally,

D. B. ROBERTSON.

Copy to All Members,
Railway Labor Executives' Association.

Information was subsequently received from general chairmen on the following railroads, to the effect that the Carriers' Joint Conference Committee has been authorized to represent their respective managements in the national handling of the wage question:

Gulf, Mobile & Northern
New Orleans Great Northern
Lehigh & New England

Agreements were also negotiated to the effect that whatever settlement of the wage question is reached through national negotiations will be applied in like manner on the following railroads:

Chicago & Illinois Midland
Illinois Terminal
Lake Superior & Ishpeming

Manufacturers' Railway (St. Louis)
Pacific Coast Railroad
Wichita Terminal Association
Aliquippa & Southern
Delaware & Hudson
Monongahela Connecting
Montour Railroad
Pittsburg & Shawmut
Pittsburgh, Allegheny & McKees Rocks
Pittsburgh, Lisbon & Western
Toledo Terminal

Early in June information was received from several general chairmen regarding action taken by the general chairmen's association of the Brotherhood of Railroad Trainmen with regard to the procedure that would be followed by that organization in the handling of the wage question nationally with other railway labor organizations. The matter called for an expression from the International President, and to the end that general chairmen of the B. L. F. & E. might be advised regarding the policy being pursued by the International President with respect to cooperating with the Chief Executives of organizations affiliated with the Railway Labor Executives' Association, the following circular letter was issued under date of June 13, 1938:

Cleveland, Ohio, June 13, 1938.

General Chairmen, B. L. F. & E.,
on All Railroads in the United States,

Sirs and Brothers:

A number of our general chairmen have furnished me with information to the effect that the committee representing the Brotherhood of Railroad Trainmen on their properties are advising the management that the B. R. T. will not join with the other organizations in national handling of the wage reduction movement, but that such movement may be handled nationally by the Brotherhood of Railroad Trainmen separately, or with one or more of the other transportation organizations that may elect to join with the B. R. T. in the national handling of this matter. In view of the position thus taken by committees of the B. R. T., I have been asked what effect, if any, this will have on the practice thus far followed by our Brotherhood in cooperating with the Railway Labor Executives' Association in handling this matter up to the present time.

The defense against the wage reduction was undertaken by the Railway Labor Executives' Association cooperatively on the very day that the press announced the intention of the railroads to inaugurate such a movement. The executives, representing railway labor organizations affiliated with the Railway Labor Executives' Association, have been in constant touch with developments in connection with the wage reduction movement, and I feel that it is a fair statement to say that as result of our cooperative efforts the wage movement was delayed at least sixty days. Joint plans for the preparation of financial and general statistical material to be used as a part of the defense in the case are well under way. In fact, your International President was authorized by the twenty organizations affiliated with the Railway Labor Executives' Association to take charge of the preparation of the financial statistics of our defense and in carrying forward this program has spent much of his time in Washington during the past several weeks.

All general chairmen on railroads in the United States will, therefore, please understand that there has been no change made in the policy of our Brotherhood for dealing with the wage reduction movement and that the instructions contained in circular letters dated May 5 and May 21 should be adhered to.

Yours fraternally,

D. B. ROBERTSON.

Copy to:
All Grand Lodge Officers.

At a meeting of the Railway Labor Executives' Association at Washington, D. C., on June 15, it was agreed that in event any Chief Executive should receive a letter from the chairman of the Carriers' Joint Conference Committee requesting a conference on the carriers' wage reduction proposal, reply should be withheld until the subject could be formally considered at a meeting of the Railway Labor Executives' Association which Chairman Harrison would call as early as any chief executive received such notice.

Under date of June 17, 1938, the following communication was addressed to the Chief Executives of all railway labor organizations by Chairman H. A. Enochs of the Carriers' Joint Conference Committee:

CARRIERS' JOINT CONFERENCE COMMITTEE

Washington, D. C.
June 17, 1938.

Mr. A. Johnston, Grand Chief Engineer, Bro. of Locomotive Engrs., Cleveland, Ohio.	Mr. C. J. McGlogan, Vice Pres., Int. Bro. of Electrical Workers, St. Paul, Minn.
Mr. D. B. Robertson, Pres., Bro. of Locomotive Fire. & Eng., Cleveland, Ohio.	Mr. F. H. Knight, Pres., Bro. of Railway Carmen of America, Kansas City, Mo.
Mr. J. A. Phillips, Pres., Order of Ry. Conductors, Cedar Rapids, Iowa.	Mr. John F. McNamara, Int. Pres., Int. Bro. Firemen & Oilers, Boston, Mass.
Mr. A. F. Whitney, Pres., Bro. of R. R. Trainmen, Cleveland, Ohio.	Mr. F. H. Fljozdal, Pres., Bro. of M. of W. Employees, Detroit, Mich.
Mr. T. C. Cashen, Pres., Switchmen's Union of N. A., Buffalo, N. Y.	Mr. G. M. Harrison, Pres., Bro. of Ry. & S. S. Clerks, etc., Cincinnati, Ohio.
Mr. E. J. Manion, Pres., Order of Railroad Telegraphers, St. Louis, Mo.	Mr. A. E. Lyon, Grand Pres., Bro. of R. R. Signalmen of America, Chicago, Ills.
Mr. A. O. Wharton, Pres., Int. Assn. of Machinists, Washington, D. C.	Mr. J. J. Delaney, Pres., Natl. Org. Masters, Mates & Pilots of Am., New York, N. Y.
Mr. J. A. Franklin, Pres., Int. Bro. of Boilermakers, etc., Kansas City, Kans.	Mr. S. J. Hogan, Pres., Natl. Marine Engrs.' Beneficial Assn., Washington, D. C.
Mr. Roy Horn, Pres., Int. Bro. of Blacksmiths, etc., Chicago, Ills.	Mr. Jos. P. Ryan, Pres., Int. Longshoremen's Assn., New York, N. Y.
Mr. John J. Hynes, Pres., Sheet Metal Wrkrs' Int. Alliance, Washington, D. C.	

Gentlemen:

Please be referred to the notices of May 12th, served by the individual railroad companies and the Railway Express Agency upon their several classes of employees of intention to reduce all rates of compensation, including arbitraries, special allowances and all other forms of money payments. 15 per cent, effective July 1, 1938.

This is to inform you that the railroads and the Railway Express Agency have appointed a committee, known as the Carriers' Joint Conference Committee, of which I am Chairman, and have authorized and empowered that committee to handle the matter to a conclusion under the Railway Labor Act. Attached is a list showing the personnel of this committee.

The Carriers' Joint Conference Committee desires to meet in conference a committee representing the organizations to which this letter is addressed, at 10 A. M., daylight saving time, in Room 312-A, Union Station Building, Chicago, Illinois, on June 28, 1938, or such other date before July 1, 1938, as may be convenient to you.

The proposed national conference is to be considered as a continuation of the conferences under the Railway Labor Act between the individual railroads and their several classes of employees represented by your organizations.

Please address your reply to me at Room 1642 Broad Street Station Building, Philadelphia, Pa.

Yours truly,

(Signed) H. A. ENOCHS,
Chairman.

EASTERN TERRITORY

H. D. Barber, General Manager,
Erie Railroad Co., 50 Church St., New York City.

J. W. Smith, Vice President & General Manager,
Boston & Maine Railroad, Boston, Mass.

R. W. Brown, Vice President,
Reading-Jersey Central Lines, Philadelphia, Pa.

J. G. Walber, Vice President, Personnel,
New York Central System, 466 Lexington Ave.,
New York City.

H. A. Enochs, Chief of Personnel,
Pennsylvania R. R., Broad St. Station, Philadelphia, Pa.

WESTERN TERRITORY

C. J. Brown, General Manager,
C. R. I. & P. Ry., Kansas City, Mo.

H. M. Eicholtz, General Manager,
C. & N. W. Ry., Daily News Bldg., Chicago, Ill.

J. Cannon, Chief Operating Officer,
Missouri Pacific R. R., Missouri Pacific Bldg.,
St. Louis, Mo.

H. B. Lautz, General Manager,
A. T. & S. F. Ry. Co., Amarillo, Texas.

C. McDonough, General Manager,
Great Northern Ry., Duluth, Minn.

SOUTHEASTERN TERRITORY

G. E. Bruch, Assistant General Manager,
Norfolk & Western Railway, Roanoke, Va.

J. B. Parrish, Assistant Vice President,
Chesapeake & Ohio Railway, Richmond, Va.

C. D. Mackay, Assistant Vice President,
Southern Railway System, McPherson Square,
Washington, D. C.

R. C. Parsons, Assistant Vice President,
Louisville & Nashville Railroad, Louisville, Ky.

H. D. Pollard, Receiver,
Central of Georgia Railway, Savannah, Ga.

The Railway Labor Executives' Association was convened in Washington, D. C., on June 23, 1938, for the primary purpose of considering and preparing a reply to the foregoing communication. After contacting Mr. Enochs on the telephone and explaining the conditions with which the organizations were confronted in conducting negotiations on the individual railroads and securing reports concerning the attitude of the various committees with respect to the national handling of this question, it was agreed to meet the Carriers' Joint Conference Committee in Chicago, Illinois, at 2:00 P. M., on June 28, for the purpose of making definite arrangements for the commencement of national conferences on the wage question. Accordingly, the following communication was addressed to Chairman Enochs by the International President. It was understood that similar letters would be written by the other executives representing organizations affiliated with the Railway Labor Executives' Association:

Cleveland, Ohio.
June 24, 1938.

Mr. H. A. Enochs, Chairman,
Carriers' Joint Conference Committee,
1642 Broad Street Station Bldg.,
Philadelphia, Pennsylvania.

Dear Mr. Enochs:

I have your letter of June 17th proposing a conference to be held at Chicago, Illinois, 10:00 A. M., daylight saving time, June 28th, or such other date before July 1st, 1938, as may be convenient, between the members of the Carriers' Joint Conference Committee and the executives of the several labor organizations representing the employees of the carriers represented by your Committee, for the purpose of further discussing the request of the carriers, filed with the committees representing the employees May 12th, of a desire to reduce all rates of compensation including arbitraries, special allowances and all other forms of money payments 15% effective July 1st, 1938.

Subsequent to receipt of your letter, we checked the status of these matters on the individual carrier properties and find that a large number of committees and carrier representatives have not concluded the handling of the question on the individual properties and indications are that it will probably be several weeks before the subject will be progressed to a point to permit discussions on a national basis.

Generally on properties where the matter has been progressed our committees advise they have consented to further consideration of request of the carriers in a national conference, but under the laws and procedure of the organization, there are many details that must be worked out respecting representation and conferees.

We anticipate that it will require until about July 20th to conclude the handling of these matters and be in a position to meet with your Conference Committee to consider the carriers' request.

In view of these circumstances, it would appear that the earliest possible date we can meet for the purpose indicated in your letter would be July 20th, but we can meet with your Committee on June 28th if it is distinctly understood that actual consideration of the request of the carriers cannot begin until about July 20th as we believe this is the earliest date we can handle the details necessary to place us in a position to proceed with a consideration of the request of the carriers made upon our committees May 12th.

In view of the above recited facts, if you still believe a conference for June 28th is necessary, we will arrange to attend, but suggest the conference start at 2:30 P. M., daylight saving time. Please advise.

Sincerely yours,

(Signed) D. B. ROBERTSON.

The following acknowledgment to the foregoing communication was received from Mr. Enochs:

CARRIERS' JOINT CONFERENCE COMMITTEE

Philadelphia, Pa.
June 24th, 1938.

Mr. D. B. Robertson,
President, Bro. of Locomotive Firemen & Enginemen,
Cleveland, Ohio.

Dear Sir:

I have your letter of June 24 in reply to mine of June 17th, proposing a conference in Chicago, Ill., on June 28th.

You advise that you will meet the Carriers' Joint Conference Committee in Chicago, 2:30 P. M., Daylight Saving Time, on June 28th. This arrangement is satisfactory to us. It is understood that the meeting will be held in Room 312-A, Union Station Building.

I note your reference to a subsequent meeting and in this connection you mention July 20th. We shall be glad to hold a subsequent meeting, but it is our desire that such meeting begin not later than July 6th. This is a matter which can be discussed at our initial meeting on June 28th.

Yours very truly,

(Signed) H. A. ENOCHS,
Chairman.

The Railway Labor Executives' Association convened in Chicago on the morning of June 28, and after a brief discussion of the situation, recessed to meet with the Carriers' Joint Conference Committee at 2:00 P. M. at 312-A Union Station Building. At this meeting Chairman Enochs expressed a strong desire to begin national conferences on the wage question July 6. However, Chairman Harrison of the Railway Labor Executives' Association explained the situation with which the organizations were confronted and advised that it would be impossible for us to commence such conferences before July 20. In this connection, attention was also directed to the time that was consumed in 1937 in arranging for conferences to consider our request for wage increases. In view of these facts it was made clear to the Carriers' Committee that the organizations would not be prepared to participate in national conferences earlier than July 20.

The Carriers' Joint Conference Committee finally agreed to the date suggested and also agreed to furnish each Chief Executive with a list of railroads from which authority to be represented in such conferences had been received by the Carriers' Committee.

The following communication was mailed to all general chairmen of the B. L. F. & E. on railroads which the Carriers' Joint Conference Committee was authorized to represent; provided our records

showed such general chairmen had conducted conferences with their respective managements in accordance with the Railway Labor Act, and had obtained authority from their committees to participate jointly with other organizations, in handling the wage question through national conferences:

Cleveland, Ohio, July 1, 1938.

To General Chairmen, B. L. F. & E., on Railroads in the United States, participating in National Handling of the Wage Reduction Movement of 1938 inaugurated by the Railroads.

Sirs and Brothers:

Reports covering conferences conducted between committees of the B. L. F. & E. and the managements of railroads on which notice of a fifteen per cent reduction in wages was served under date of May 12, 1938, indicate that practically all of our committees have expressed a willingness to join with other interested organizations in handling this matter on a national basis through a joint committee representing the employee organizations and a corresponding committee representing the carriers.

As indicated in previous circulars issued in connection with this subject, I have been cooperating with the chief executives, members of the Railway Labor Executives' Association, in preparing a defense against any reduction in wages ever since the press announced the intention of the railroads to inaugurate such a movement early in March of this year.

The latest developments are shown in the correspondence attached hereto:

- (1) Joint communication addressed to the chief executives of all standard railroad labor organizations (with the exception of the American Train Dispatchers' Association and the Order of Sleeping Car Conductors who are not involved in this movement) by Chairman H. A. Enochs of the Carriers' Joint Conference Committee, dated June 17, 1938, requesting a meeting in Chicago, Illinois, on June 28, 1938.

At a meeting of the Railway Labor Executives' Association at Washington, D. C., on June 23, consideration was given to the joint letter and it was decided to meet with the Carriers' Joint Conference Committee on June 28, 1938, primarily to agree upon a date for beginning the national conference to consider the request of the railroads that wages be reduced fifteen per cent.

- (2) Copy of my letter to Chairman Enochs under date of June 24, 1938.

- (3) Copy of Mr. Enochs' acknowledgment of June 24, 1938.

Pursuant to understanding, the meeting between the Railway Labor Executives' Association and the Carriers' Joint Conference Committee was held in Chicago on June 28, with the result that arrangements were made for the national conference to commence in Chicago on July 20, 1938.

In accordance with the program agreed to, general chairmen of the B. L. F. & E. to whom this communication is addressed will convene at Morrison Hotel, Chicago, Illinois, 2:00 P. M., Monday, July 18, 1938. This refers only to general chairmen who have received authority from the members of their general grievance committee to handle the wage reduction question nationally and whose management has authorized the Carriers' Joint Conference Committee to represent them in the national conference.

Information has been received at this office to the effect that wage reduction notices have been served on several railroads not represented by the Carriers' Joint Conference Committee, but most of the reports covering conferences conducted between our committees and the managements of such railroads show that agreements have been reached to the effect that the result of the national conference will be accepted as a basis for disposing of the wage reduction question. Therefore, general chairmen representing such railroads will not attend the meeting of general chairmen in Chicago on July 18, 1938.

Under the provisions of Article 14, Section 14 of the Constitution, all general chairmen attending this meeting will be compensated from the General Fund of the Brotherhood.

It is my understanding that arrangements have been made with the management of the Morrison Hotel whereby the following special rates will be afforded general chairmen who desire to stop at that hotel:

Single rooms	\$2.50
Double room (twin beds).....	4.50 (\$2.25 per person)

General Chairmen desiring to stop at the Morrison Hotel should make their own reservations. I would suggest that in making such reservations, reference should be made to the fact that you are a representative of the B. L. F. & E. in connection with the national conference on railroad wages.

Under the provisions of Article 14, Section 13 of the Constitution, any system of railroad not desiring to be represented by its own general chairman may be represented in the national conference by the Association or by a member of the Association.

An early acknowledgment, with an indication as to whether or not you will attend personally or be represented by the Association or by a member of the Association, will be appreciated.

Yours fraternally,

D. B. ROBERTSON.

Encls. (3)

Pursuant to the foregoing notice the general chairmen on railroads represented by the Carriers' Joint Conference Committee convened at the Morrison Hotel in Chicago, Ill., on July 18, 1938. These railroads were represented by the B. L. F. & E. as follows:

WESTERN RAILROADS—DISTRICT No. 1

Name of Railroad	Name of General Chairman	Name of Railroad	Name of General Chairman
Alameda Belt Line.....	Rep. by Ass'n.	Fort Worth Belt Ry.....	J. M. Hedges
Alton & Southern R. R.....	Geo. E. Broadhurst	Galveston, Houston & Henderson R. R. Rep. by Ass'n.	
Alton R. R.....	E. H. Smock	Galveston Wharf Co.....	Rep. by Ass'n.
Atchison, Topeka & Santa Fe Ry.		Great Northern Ry.....	A. Strom
(Proper)	W. C. Keiser	Green Bay & Western R. R.....	N. H. Christensen
Atchison, Topeka & Santa Fe Ry.		Gulf, Colorado & Santa Fe Ry.....	C. E. Skelton
(Coast Lines)	K. B. Walton	Gulf Coast Lines:	
Baltimore & Ohio, Chicago Terminal...	A. B. Miller	St. Louis, Brownsville & Mexico Ry..	W. A. Donaldson
Belt Railway of Chicago.....	A. J. Baril	Houston & Brazos Valley Ry.....	J. P. Cockrell
Burlington-Rock Island R. R.....	Frank Johnson	San Antonio, Uvalde & Gulf R. R....	H. D. Smith
Butte, Anaconda & Pacific Ry.....	Albert F. Sinz	Sugar Land Ry.	J. P. Cockrell
Camas Prairie	{ T. P. Gorman and Earl Wood	Rio Grande City Ry.....	W. A. Donaldson
Chicago & Eastern Illinois Ry.....	J. V. Fitzsimmons	Asherton & Gulf Ry.....	J. P. Cockrell
Chicago & Northwestern Ry.....	J. L. Witherspoon	San Antonio Southern Ry.....	J. P. Cockrell
Chicago & Western Indiana R. R.....	Martin McCormick	San Benito & Rio Grande Valley Ry..	W. A. Donaldson
Chicago, Burlington & Quincy R. R....	Mannie Larson	Asphalt Belt Ry.	W. A. Donaldson
Chicago Great Western R. R.....	R. C. Fawcett	International-Great Northern R. R....	J. P. Cockrell
South St. Paul Terminal.....	Chas. Heiberger		
Chicago, Milwaukee, St. Paul & Pacific (East)	H. J. Toward	Houston Belt & Terminal Ry.....	A. F. Morin
Chicago, Milwaukee, St. Paul & Pacific (West)	Geo. F. Collins	Illinois Central R. R.....	C. A. Tweedy
Chicago, Rock Island & Pacific Ry....	H. J. Palmer	Yazoo & Mississippi Valley R. R...C. A. Tweedy	
Peoria Terminal Co.....	C. R. Finch	Chicago & Illinois Western R. R...C. A. Tweedy	
Chicago, St. Paul, Minneapolis & Omaha Ry.....	W. M. Haley	Kansas City Southern Ry.....	C. F. Newman
Colorado & Southern Ry.....	E. E. Carnes	Arkansas Western Ry.....	C. F. Newman
Colorado & Wyoming Ry.....	A. J. Chipman	Kansas City Terminal Ry.....	R. B. Ridenhour
Davenport, Rock Island & Northwestern Ry.	Rep. by Ass'n.	Lake Superior Terminal & Transfer Co. Walter G. Hicks	
Denver & Rio Grande Western R. R....	A. J. Chipman	Midland Valley R. R.....	Oslee Skinner
Denver & Salt Lake Ry.....	A. J. Chipman	Kansas, Oklahoma & Gulf Ry.....	J. B. Farrell
Des Moines Union Ry.....	E. L. Bias	Oklahoma City-Ada-Atoka Ry.	Rep. by Ass'n.
Duluth, Winnipeg & Pacific.....	Rep. by Ass'n.	Minneapolis, Northfield & Southern Ry. Rep. by Ass'n.	
East St. Louis Junction R. R.....	Beal Owens	Minneapolis, St. Paul & Sault	
Elgin, Joliet & Eastern Ry.....	George Meade	Ste. Marie Ry.....	Brook Jones
Fort Worth & Denver City Ry.		Duluth, South Shore & Atlantic and Mineral Range Ry.....	L. N. Nadeau
and Wichita Valley Ry.....	R. Q. Mills	Minnesota & International Ry. and Big Forks & International Falls Ry. Rep. by Ass'n.	
		Minnesota Transfer Ry.	L. J. Duffy
		Missouri-Kansas-Texas R. R.....	Chas. McKemy
		Missouri Pacific R. R.....	J. M. Brickhouse
		Missouri-Illinois R. R.....	A. G. Rodenberg

WESTERN RAILROADS—DISTRICT No. 1

Name of Railroad	Name of General Chairman	Name of Railroad	Name of General Chairman
Northern Pacific Ry.	T. P. Gorman	Southern Pacific (Atlantic System)....	B. M. Alvord
Northern Pacific Terminal Co. of Oregon	Harry G. Arbuckle	Spokane, Portland & Seattle Ry.....	Barth J. Callahan
Northwestern Pacific R. R.....	C. W. Moffitt	Oregon Trunk Ry.....	Barth J. Callahan
Ogden Union Railway & Depot Co.....	Rep. by Ass'n.	Terminal Railroad Ass'n of St. Louis..	E. F. Stephens
Oregon, California & Eastern Ry.....	Gradie W. Sanders	Texas & Pacific Ry.....	W. J. Brown
Peoria & Pekin Union Ry.....	H. F. Wiedeman	Texas-Pacific-Missouri Pacific Ter., R. R. of New Orleans.....	W. J. Brown
Port Terminal Railroad Association....	I. B. Arnold	Union Pacific R. R. (Central Dist.)....	W. L. Phillips
St. Joseph Terminal R. R. Co.....	Rep. by Ass'n.	Union Pacific R. R. (Northwestern Dist.)	Earl Wood
St. Louis-San Francisco Ry.....	John Stroud	Union Pacific R. R. (Eastern Dist.)....	A. B. Johnson
Birmingham Belt R. R.....	John Stroud	Union Pacific R. R. (Southwestern Dist.)	L. M. Sowby
St. Louis Southwestern Ry.....	Hugh Rives	Union Railway Co. (Memphis).....	Ralph Smith
St. Paul Union Depot Co.....	Joseph H. Dill	Union Terminal Ry. Co. (Dallas).....	Chas. McKemy
San Diego & Arizona Eastern Ry.....	F. G. Gunther	Union Terminal Ry. Co. (St. Joseph)..	Rep. by Ass'n.
Sioux City Terminal Ry.....	Rep. by Ass'n.	Wabash Ry.	H. E. Debrecht
South Omaha Terminal Ry.....	Rep. by Ass'n.	Western Pacific R. R.....	Robert McIlveen
Southern Pacific (Pacific System)....	C. W. Moffitt		

EASTERN RAILROADS—DISTRICT No. 2

Akron, Canton & Youngstown Ry.....	A. H. Watkins	Maine Central Railroad.....	H. F. Lutz
Ann Arbor R. R.....	H. E. Debrecht	Portland Terminal Co.....	H. F. Lutz
Baltimore & Ohio R. R.....	A. B. Miller	McKeesport Connecting R. R.....	Rep. by Ass'n.
Buffalo Div.	John Driver	Michigan Central R. R.....	J. G. McLean
B. & S. District.....	C. M. Allen	Monongahela Ry.	D. A. Elkins
Bessemer & Lake Erie R. R.....	J. C. Young	New York Central—Buffalo & East....	H. W. Evans
Boston & Albany.....	G. S. McSwan	New York Central—West of Buffalo...	E. R. Todd
Boston & Maine R. R.....	G. A. Henderson	New York Central—Ohio Central Lines.	Harry R. Morgan
Buffalo Creek R. R.....	Geo. N. Hofner	New York Central (Catskill Mountain Branch)	E. C. Snyder
Canadian National Ry. Lines in New England	W. G. Graham	Newburgh & South Shore Ry.....	Rep. by Ass'n.
Central Railroad Co. of New Jersey....	B. H. Wenner	New York, Chicago & St. Louis Ry. (Nickle Plate District)	J. F. Baughman
Central Vermont Ry.....	G. R. Grossman	New York, Chicago & St. Louis Ry. (Cloverleaf District)	C. L. Eyrse
Chicago, Indianapolis & Louisville Ry..	M. E. Strother	New York, Chicago & St. Louis Ry. (Lake Erie and Western District) ..	H. E. Rambo
Chicago River & Indiana R. R. and Chicago Junction Ry.....	P. H. Nolan	New York, New Haven & Hartford R. R.	W. H. Gilfoil
Cincinnati Union Terminal Co.....	J. E. Wood	New York, Ontario & Western Ry....	J. F. Byrne
Cleveland, Cincinnati, Chicago & St. Louis	J. E. Wood	Pennsylvania Railroad (Lines East)...	W. B. Woodward
Louisville & Jeffersonville Bridge Co.	W. J. Keifer	Pennsylvania Railroad (Lines West)...	D. D. Miller
Delaware, Lackawanna & Western R. R.	Fred Bean	Pennsylvania-Reading Seashore Lines..	W. B. Woodward
Detroit & Toledo Shore Line R. R.....	E. F. Gensler	Pere Marquette Ry.	Wm. Lash
Detroit, Toledo & Ironton R. R.....	Harry J. Lange	Fort St. Union Depot Co.....	Wm. Lash
Erie Railroad Co.....	Wm. Mengerink	Pittsburg & Lake Erie R. R.....	George Hogan
New York, Susquehanna & Western R. R.	P. L. Lentz	Pittsburg & Shawmut R. R.....	Walter Beck
Wilkes-Barre & Eastern R. R.....	P. L. Lentz	Pittsburg, Shawmut & Northern R. R..	Luke J. Lenze
Grand Trunk Western R. R.....	B. A. Pierce	Pittsburg & West Virginia Ry.....	James A. Stafford
Indiana Harbor Belt R. R.....	C. J. Huber	Reading Company	Ernest Welde
Indianapolis Union Ry.....	John Durham	River Terminal Ry.	Rep. by Ass'n.
Lehigh Valley R. R.....	Louis Edelmayer	Staten Island Rapid Transit Ry.....	Geo. S. Hartman
Lehigh & New England R. R.....	Rep. by Ass'n.	Union Freight Railroad (Boston).....	W. H. Gilfoil
Long Island R. R.....	H. V. Owens	Washington Terminal Co.	R. E. Tydings
		Wheeling & Lake Erie R. R.....	Wm. B. Kehrer

SOUTHEASTERN RAILROADS — DISTRICT No. 3

Name of Railroad	Name of General Chairman	Name of Railroad	Name of General Chairman
Atlantic Coast Line	Thad S. Lee	Jacksonville Terminal	Thad S. Lee
Atlanta Joint Terminals.....	R. J. Waits	Kentucky & Indiana Terminal.....	John J. Lepping
Birmingham Southern	M. R. McKinney	Louisville & Nashville	W. G. Metcalfe
Central of Georgia.....	Chas. R. Johnson	Nashville Chattanooga & St. Louis....	R. B. Wilkins
Chesapeake & Ohio.....	W. E. Stevens	Norfolk Southern	G. M. Dodson
Hocking Division	J. H. Keating	Norfolk & Portsmouth Belt.....	C. W. Matthews
Clinchfield	R. L. Hensley	Norfolk & Western.....	H. H. Burnett
Columbus & Greenville.....	W. F. Newsom		
Florida East Coast.....	C. F. Eeles	Richmond, Fredericksburg & Potomac.	E. H. Thompson
Georgia Railroad	Chas. M. Ray	Seaboard Air Line.....	Wm. E. Mitchell
Gulf Mobile & Northern.....	Harvey S. Myers	Southern Railway	L. B. Johnson
New Orleans Great Northern.....	C. T. Stockstill	Tennessee Central	Jas. E. Moyers

Conferences on the carriers' notice to reduce wages were commenced on July 20 and were continued intermittently throughout the balance of the month, sessions being held at the Palmer House, Chicago. In addition to the railway labor executives and their respective staffs of assistants, all general chairmen representing the railroads participating in the wage reduction movement were present at the joint conferences held with the Carriers' Joint Conference Committee.

The carriers completed the presentation of their case on the first day of the joint conference—July 20.

In addition to reading a seven-page historical statement¹ of the development of the case and severely criticising railway labor for answering their propaganda, the railroads rested their case solely on a number of statistical compilations which were previously prepared in pamphlet form and entitled "Railroads and Railroad Wages," 300,000 copies of which were distributed in places and among persons where such information was expected to create sympathy. Basis for much of the material presented in this pamphlet referring to railway employes and their wages was erroneous, a fact generally admitted among fair-minded representatives of government, railroads and labor.

Naturally, the pamphlet which presented the railroad's case in statistical form, with brief comment, was prepared to not only make the best possible showing for the railroads, but insofar as statisticians could do so, was prepared to discredit railroad employes and railroad wages. No attempt was made to definitely fix the responsibility for the so-called plight of the railroads. The usual hue and cry was made against buses and trucks and against other forms of transportation, but nothing was presented to show what real efforts, if any, the railroads had made to keep business on the rails and to prevent the railroads being gradually submerged by other forms of transportation in certain localities. Nor was anything said with respect to the extent railroads themselves own, control or operate some of these other forms of transportation against which they bitterly complain to the public and to railway employes. Had railroad management shown real activity and sincerity in protecting their interests against other forms of transportation that problem would not be as serious as it is today.

A faint effort was made to touch on the financial question — which is the real problem of the railroads — by presenting figures showing the amount of interest paid by the railroads between the years 1930 and 1937. Nothing was said concerning efforts made to reduce their interest bill by adopting the same business methods as apply to industry generally and to individuals. For a number of years the interest bill of the railroads has, in round figures, amounted to \$500,000,000 annually. This money is,

¹Appendix A.

of course, paid to the financial interests which own and control the railroads. The policy appears to have been one of keeping the railroads in debt and using the earnings to pay interest and dividends instead of paying off their indebtedness.

When the carriers announced the closing of their case, after the first day's session, the Railway Labor Executives' Association consumed several days in cross-examining the carriers' committee on various statements contained in the pamphlet entitled "Railroads and Railroad Wages" and on July 29, Chairman Harrison, speaking for the railway labor organizations represented by the Railway Labor Executives' Association, began the presentation of the employees' answer to the carriers' case. Attention of the carriers was called, both in general and in specific cases, to the unsound financing methods that have been followed for many years by those in control of the financial policies of the railroads. These unsound financing methods, the employees contended, are very largely responsible for the present day condition of the railroads. The views of railway employees concerning these financial practices were emphasized and it was pointed out that unless steps are taken to see that the financing of the railroads is placed on the same basis as that which pertains to all other industries and American institutions, railway employees will be forced to take some action in the matter for the protection of their own interests and the interests of the public generally; that if the earnings of the railroads were properly conserved and utilized for the benefit of improving and maintaining the industry, with a fair return being allowed upon the investment, it would not be necessary to seek a reduction in wages of employees during periods of business depression. (A complete and comprehensive analysis of the reply submitted to the Carriers' Joint Conference Committee by the Railway Labor Executives' Association is contained in Appendix B.)

Mr. Enochs, speaking for the carriers' committee, then stated that his committee understood the position of the employees and that in so far as direct negotiations were concerned they would be automatically closed upon adjournment. Mr. Enochs then stated it would be their purpose to ask the National Mediation Board to take jurisdiction in the proceeding because that is the next step provided by law and the Carriers' Committee felt that it should take that step. Mr. Enochs then asked if the Railway Labor Executives' Association would join the carriers in requesting the services of the Mediation Board. Chairman Harrison stated that was a matter which would have to be considered by the chief executives before definite reply could be given.

Upon adjournment of the joint conference, the representatives of the labor organizations considered the request of the carriers' committee that a joint application for the services of the National Mediation Board be made.

The representatives of the labor organizations did not join with the carriers in requesting the services of the Board, but accepted its services when they were subsequently proffered by the Chairman of the Board. Mediation proceedings were commenced at Chicago on Thursday, August 11, 1938, the full Board being present, as follows:

William M. Leiserson, Chairman
Otto S. Beyer
George A. Cook

Mediation continued until August 30. Except with respect to a few of our general chairmen who returned home on their own initiative, the full membership of our three Associations remained in Chicago continuously throughout the conferences and mediation proceedings. When it appeared that mediation would fail, the executives of the other organizations reconvened their general chairmen at Chicago, on August 29, 1938.

When it became apparent that no agreement could be reached through mediation, the following letter, proposing arbitration, was received from the Chairman of the Mediation Board:

NATIONAL MEDIATION BOARD

Washington

William M. Leiserson, Chairman
Otto S. Beyer
George A. Cook

Drake Hotel,
Chicago, Ill.,
Aug. 30, 1938.

Mr. H. A. Enochs, Chairman
Carriers' Conference Committee
Buckingham Building
Chicago, Illinois

Mr. George M. Harrison, Chairman
Eighteen Railway Labor Organizations
Morrison Hotel
Chicago, Illinois

Mr. A. F. Whitney, President
Brotherhood of Railroad Trainmen
Stevens Hotel
Chicago, Illinois

ARBITRATION OFFER

Gentlemen:

For almost three weeks the National Mediation Board has been continuously conferring with you in an effort to secure an agreement by mediation to settle the dispute involving the request of the carriers for changes in rates of pay.

On August 5, 1938, the Carriers' Joint Conference Committee advised that conferences with the representatives of the employees had ended in disagreement and invoked the services of the Board in accordance with the provisions of the Railway Labor Act. The same day the Board was requested by the Brotherhood of Railroad Trainmen to renew an application for its services which was filed in June but held in abeyance pending the outcome of the conferences between representatives of the carriers and the trainmen.

On August 11, 1938, the Board began mediation, and the proceedings have continued uninterruptedly since that day. It appears that despite all efforts to secure an adjustment of the dispute by mediation, it is impossible to bring the parties to agreement.

In according with Section 5, First, of the Railway Labor Act, therefore, the National Mediation Board now requests and urges that you submit the controversy to arbitration as provided in Section 8 of the Act.

In making your written reply, which is requested at your earliest convenience, please address it to the Board at the Drake Hotel, Chicago, and send it in triplicate as usual. The Board will exchange copies of the replies to advise each party of the other's determination in the matter.

Very truly yours,

(Signed) W. M. LEISERSON,
Chairman,
National Mediation Board.

The above letter was delivered in person by the Board of Mediation at a conference with the eighteen cooperating organizations, about 11 A. M., August 30.

By way of explanation it should be said that when the above letter was received the chief executives of the eighteen cooperating organizations affiliated with the Railway Labor Executives' Association considered the fact that it was addressed jointly to Messrs. Enochs, Harrison, and Whitney. The Brotherhood of Railroad Trainmen did not cooperate with the other eighteen organizations in handling the wage reduction movement, and with a view to avoiding complications, the Railway Labor Executives' Association questioned the advisability of the Board of Mediation now joining all of the parties in its communication of August 30 proposing arbitration. As result of this question being raised, the Board agreed to address a supplemental communication to the three parties, making it clear that the letter of August 30 was intended as two separate proposals to arbitrate — one as between the carriers and the eighteen cooperating organizations, and the other between the carriers and the Brotherhood of Railroad Trainmen. The following supplemental letter was received during the afternoon of August 30, 1938:

NATIONAL MEDIATION BOARD

Washington

Drake Hotel,
Chicago, Ill.,
Aug. 30, 1938.

William M. Leiserson, Chairman
Otto S. Beyer
George A. Cook
Robert F. Cole, Secretary

Mr. H. A. Enochs, Chairman
Carriers' Conference Committee
Buckingham Building
59 E. Van Buren Street
Chicago, Illinois

Mr. Geo. M. Harrison, Chairman
Eighteen Railway Labor Organizations
Morrison Hotel
Chicago, Illinois

Mr. A. F. Whitney, President
Brotherhood of Railroad Trainmen
Stevens Hotel
Chicago, Illinois

Gentlemen:

Our attention has been called to the possibility of misunderstanding in the wording of the Arbitration Offer delivered to you this morning.

It was not the intention of the Board to consolidate the Trainmen's case with that of the eighteen organizations. Since the Brotherhood of Railroad Trainmen desires its dispute handled separately, the mediation proceedings have been conducted as two separate cases.

Please be advised, therefore, that the letter addressed to you this morning was intended to be two separate proposals to arbitrate:

1. To the representatives of the Carriers and the Eighteen Labor Organizations.
2. To the representatives of the Carriers and the Brotherhood of Railroad Trainmen.

Please address your replies to the Board accordingly.

Very truly yours,

(Signed) W. M. LEISERSON,
Chairman.

The above proposal to arbitrate was submitted to the authorized officers and committees of the eighteen cooperating organizations and was unanimously rejected, and pursuant to such action the following letter was addressed to Chairman Leiserson of the Mediation Board and delivered to him by special messenger the same day:

Chicago, Illinois.
August 30, 1938.

Mr. W. M. Leiserson, Chairman
National Mediation Board
Drake Hotel, Room 325
Chicago, Illinois.

Dear Mr. Leiserson:

This in answer to your letter of August 30th, addressed to the undersigned as representative of the eighteen railway labor organizations, advising that your Board has concluded its efforts to bring about an adjustment of the pending national wage dispute through mediation and proposing that the dispute be submitted to arbitration.

Your proposal was considered at length by the representatives of the eighteen railway labor organizations; the reasons advanced by the Carriers' Joint Conference Committee in the direct negotiations and the developments in mediation

were reviewed. During the negotiations the Carriers' Joint Conference Committee failed utterly to bring forward any facts or argument warranting a reduction of the existing wage standards, which were established by agreement between the carriers and employees only last year.

At no time did the Carriers' Joint Conference Committee make the claim that the employees do not earn every dollar of the wages paid them. They could not make such a claim at this time in view of the fact that the less than one million workers in the industry are operating a railroad transportation system which was operated by more than two million workers eighteen years ago. In view of their increased efficiency, responsibility and productivity, railroad workers are today receiving lower compensation than at any time in twenty years.

The request for a wage cut is based solely upon the alleged financial condition of the carriers. If the industry is beset with difficulties, the workers are in no way responsible. The financial practices of railroad managements are indefensible. While constantly reducing employment and loading the workers left in the industry with heavier burdens and greater responsibilities, they have steadfastly refused to reduce their excessive and indefensible capital structures. They have squeezed workers out of jobs but have failed to squeeze the water out of their capitalization.

A wage cut of 15% will not reach this trouble. It would only tolerate it and encourage its perpetuation. The wringer should be applied to the capital structure and not to the workers pay envelope.

Railroad workers stand ready now to cooperate with the carriers in the effort to place the railroad industry on a sounder basis and to enable it to render more efficient service; but for them to consent to any proposition which would directly or indirectly give countenance to a proposal to cut wages would not only be a gross injustice to the workers but would be a disservice to the carriers and to the country.

The country is committed to the maintenance of fair wage standards not only as a matter of justice to workers but as a means toward national prosperity. A wage cut at this time in this great national industry would be inconsistent with our national policy and a blow to further business recovery and prosperity.

For these and other reasons I am authorized on behalf of the employees represented by the eighteen cooperating organizations to advise your Board that your proposition is not acceptable.

Sincerely yours,

(Signed) GEO. M. HARRISON.

On behalf of:

Brotherhood of Locomotive Engineers
Brotherhood of Locomotive Firemen & Enginemen
Order of Railway Conductors
Switchmen's Union of North America
The Order of Railroad Telegraphers
International Association of Machinists
International Brotherhood of Boilermakers, Iron Ship Builders & Helpers of America
International Brotherhood of Blacksmiths, Drop Forgers & Helpers
Sheet Metal Workers' International Association
International Brotherhood of Electrical Workers
Brotherhood Railway Carmen of America
International Brotherhood of Firemen & Oilers, Round House & Railway Shop Laborers
Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees
Brotherhood of Maintenance of Way Employees
Brotherhood of Railroad Signalmen of America
National Organization, Masters, Mates & Pilots of America
National Marine Engineers' Beneficial Association
International Longshoremen's Association.

On August 31, Chairman Leiserson of the National Mediation Board, telephoned Chairman Harrison of the eighteen cooperating railway labor organizations, advising that he had received our reply to the proposal of arbitration submitted by the Board and that he had also received the reply of the Carriers' Joint Conference Committee, in view of which he proposed a joint meeting of the Carriers' Committee and the Committee representing the eighteen cooperating railway labor organizations, to be held at the Drake Hotel, Chicago, at 2 P. M., August 31. Pursuant to such notice from Chairman Leiserson the joint conference was held, at which time the replies of the parties to the offer of arbitration were read and exchanged, the reply of the Carriers' Committee being reproduced as follows:

CARRIERS' JOINT CONFERENCE COMMITTEE

2102 Buckingham Building
Chicago, Illinois
August 31, 1938

Dr. William M. Leiserson, Chairman
National Mediation Board
Drake Hotel,
Chicago, Illinois.

Dear Sir:

This is in response to your two letters of August 30, addressed to Mr. George M. Harrison, Chairman of the Eighteen Railway Labor Organizations, Mr. A. F. Whitney, President, Brotherhood of Railroad Trainmen, and to me as Chairman of the Carriers' Joint Conference Committee.

In your first letter, you say that after almost three weeks of mediation proceedings it now appears impossible to bring the parties to agreement with respect to the pending controversy concerning the wages of railroad employees and you request that the matter be submitted to arbitration.

I take this means of advising you formally that the Carriers are willing to submit this controversy to arbitration under the provisions of the Railway Labor Act.

In your second letter you say the proposal in your first letter "was intended to be two separate proposals to arbitrate:

1. To the representatives of the Carriers and the Eighteen Labor Organizations.
2. To the representatives of the Carriers and the Brotherhood of Railroad Trainmen."

We are not sure we fully understand the implications of your second letter. There is a single issue in the wage dispute which was raised by the Carriers' notices, dated May 12, of intention to reduce by fifteen per cent the wage rates of all employees. Therefore, it seems clear that the controversy should be disposed of in one proceeding and by one board of arbitration. This is a feature which we shall be glad to discuss with you.

Yours very truly,

(Signed) H. A. ENOCHS, Chairman
Carriers' Joint Conference Committee

Following the reading and exchanging of replies to the offer of arbitration, Chairman Leiserson read and delivered the following communication to the two Committees:

NATIONAL MEDIATION BOARD

Washington

Drake Hotel
Chicago, Ill.
Aug. 31, 1938

Mr. H. A. Enochs, Chairman
Carriers' Joint Conference Committee
2102 Buckingham Building
Chicago, Illinois

Mr. Geo. M. Harrison, Chairman
Eighteen Railway Labor Organizations
Morrison Hotel
Chicago, Illinois

Gentlemen:

We have received your replies to our letter of August 30th urging that the dispute involving the Carriers' request for changes in rates of pay be submitted to arbitration as provided in Section 8 of the Railway Labor Act. To each of you we are enclosing herewith a copy of the reply of the other party, and you will note that the employees' representatives state that they are unable to accept the proposal of the Board.

Your attention is directed to Section 5, First (b) of the Act, which provides that:

"If arbitration at the request of the Board shall be refused by one or both parties, the Board shall at once notify both parties in writing that its mediatory efforts have failed and for thirty days thereafter, unless in the intervening period the parties agree to arbitration, or an emergency board shall be created under section 10 of this Act, no change shall be made in the rates of pay, rules, or working conditions or established practices in effect prior to the time the dispute arose."

It is with great regret that we must report that up to the present point all practical methods provided in the Railway Labor Act for adjusting disputes have been exhausted without effecting a settlement.

You are hereby advised, therefore, that, except as provided in paragraph Third of Section 5 and in Section 10 of the Act, the Board's services have this day been terminated under the provisions of the Railway Labor Act.

Very truly yours,

(Signed) WM. M. LEISERSON,
Chairman.

Chairman Leiserson made a very interesting short talk regarding the situation arising out of the failure to bring about an agreement between the parties on such an important national issue. He also discussed the rights of the parties under the Railway Labor Act, and the status of the notices served by the carriers on or about May 12, 1938. Brief replies were made by Chairman Enochs of the Carriers' Joint Conference Committee and by Chairman Harrison for the eighteen cooperating railway labor organizations, the conference adjourning about 3 P. M. About 5 P. M. the same date, the following press statement was released by Chairman Harrison on behalf of the eighteen cooperating railway labor organizations:

PRESS STATEMENT RELEASED BY GEO. M. HARRISON, CHAIRMAN, EIGHTEEN COOPERATING RAILWAY LABOR ORGANIZATIONS, AT CHICAGO, ILLINOIS, AUGUST 31, 1938.

The 1,000 General Chairmen of the eighteen cooperating railroad labor organizations, representing the organized railroad workers, today responded to the insistence of the rail managers for a 15% cut in compensation by ordering a nationwide strike ballot of all those workers.

Organized railroad labor is determined to preserve existing wage levels and refuses to become a party to the indefensible and destructive program of the railroads to dry up the already too meager consuming power so essential to the maintenance and prosperity of our social and economic system.

We consider it not only our right but our duty to resist any wage cut for two major reasons: First, because the wages paid railroad workers are now wholly inadequate to compensate the workers for the character of service rendered and below the general average in other American industries, and Second, because a wage cut in the railroad industry would be the beginning of a movement in this country which would tend to undo the accomplishments in recent months in the interest of national recovery and progress. In our judgment a wage cut in this industry would be nothing short of a national calamity.

The average annual earnings of all railroad workers are but \$1,115; 723,000 employees receive an annual wage of \$700 and only 4,000 out of approximately one and three-quarters million employees receive as much as \$300 per month.

Recently the Interstate Commerce Commission raised rail and passenger rates \$270,000,000 per year and the rail carriers have recently laid off thousands of employees reducing the labor cost by a similar amount. The railroads are making more profit today on every dollar of business than at any time in their history. Railroad charges to the public for transportation were recently adjusted upward in spite of the fact that labor costs have declined.

Railroad labor does not intend to suffer a wage cut because of unsound and indefensible financial practices resulting in a water-logged financial structure which the rail managements point to as their principal reason for asking a cut in wages.

It is nothing short of tragic that representatives of railroad managements should come to the men asking for a wage cut instead of coming to them asking their cooperation in a constructive program to put the railroad industry on a sound basis and in a position to render the kind of service demanded by the country.

If railroad managements persist in their wage-cutting program, a grave situation impends.

After mediation had failed the question of further procedure was considered, and it was unanimously decided by the eighteen cooperating railway labor organizations to submit the matter to their respective membership in a strike ballot, such procedure to be taken under the respective laws of the organizations involved. When the strike ballot had been prepared, same was acted upon by the individual organizations. The B. L. F. & E. Committee unanimously endorsed and authorized the spreading of the ballot on the evening of August 31, 1938.

In view of the confusion experienced in connection with the taking of the strike ballot in the wage increase movement of 1937, Grand Chief Johnston and the International President conferred with respect to instructions to be followed in the taking of the strike vote in the present movement, as result of which a memorandum of understanding was reached, and it was agreed that such memorandum should be incorporated in the letters of instructions issued by the B. L. E. and the B. L. F. & E. with regard to taking the strike vote. The B. L. F. & E. letter of instructions was approved by our Joint Association on September 1. The ballot and letter of instructions are reproduced as follows, as a matter of record and for the information of the membership:

**OFFICIAL CIRCULAR AND STRIKE BALLOT OF ORGANIZATIONS COOPERATING IN OPPOSING THE
NATIONAL WAGE REDUCTION MOVEMENT INAUGURATED BY THE INDIVIDUAL RAILROADS AND
OTHER CARRIERS THROUGH NOTICES SERVED UPON THE INDIVIDUAL ORGANIZATIONS
ON OR ABOUT MAY 12, 1938.**

Chicago, Illinois, August 31, 1938.

TO THE MEMBERS OF:

Brotherhood of Locomotive Engineers
Brotherhood of Locomotive Firemen and Enginemen
Order of Railway Conductors
Switchmen's Union of North America
The Order of Railroad Telegraphers
International Association of Machinists
International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America
International Brotherhood of Blacksmiths, Drop Forgers and Helpers
Sheet Metal Workers' International Association
International Brotherhood of Electrical Workers
Brotherhood Railway Carmen of America
International Brotherhood of Firemen and Oilers, Round House and Railway Shop Laborers
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees
Brotherhood of Maintenance of Way Employes
Brotherhood of Railroad Signalmen of America
National Organization, Masters, Mates and Pilots of America
National Marine Engineers' Beneficial Association
International Longshoremens' Association

Greetings:

The following resolution was unanimously adopted on August 31, 1938, by the eighteen cooperating labor organizations:

WHEREAS, The managements of practically all carriers in the United States having agreements with the above named organizations served notice on the system representatives of these organizations on or about May 12, 1938, setting forth their intention to reduce all rates of compensation, including arbitraries, special allowances and all other forms of money payments fifteen (15) per cent, effective July 1, 1938, and,

WHEREAS, Conferences were held on the individual properties and no agreement reached, and,

WHEREAS, The managements and committees being unable to reach an agreement, the dispute was referred to the Carriers' Joint Conference Committee and National Committees of the labor organizations, and,

WHEREAS, The duly authorized representatives of all of the above labor organizations were convened in Chicago, Illinois, on July 18, 1938, and made arrangements for representation for each of the organizations in the negotiations with the Carriers' Joint Conference Committee, and,

WHEREAS, Pursuant to the above action conferences with the Carriers' Joint Conference Committee and Committees of the Labor Organizations began in Chicago, Illinois, July 20, 1938, and continued from day to day, with few interruptions, until August 4, 1938, during which time there was a thorough and detailed discussion and consideration of all matters properly entering into such negotiations, and,

WHEREAS, On August 4, 1938, the representatives of the labor organizations, finding that the Carriers' Joint Conference Committee had advanced no facts or arguments warranting any reduction in compensation, positively advised them that no reduction in compensation would be accepted, whereupon direct negotiations were concluded, and,

WHEREAS, On August 5, 1938, the Carriers' Joint Conference Committee invoked the services of the National Mediation Board, (the representatives of the labor organizations declining to join in this request), which Board advised that it would arrive in Chicago, Illinois, and be ready to start mediation on August 11, 1938, and,

WHEREAS, On August 11, 1938, the National Mediation Board started mediation proceedings, and on August 30, 1938, addressed a letter to the cooperating labor organizations, advising that its efforts to mediate had failed and, in accordance with the Railway Labor Act, proposed that the dispute be submitted to arbitration, and,

WHEREAS, This request of the National Mediation Board was carefully considered, but an agreement to arbitrate could not be reached, and,

WHEREAS, The National Mediation Board on August 31, 1938, advised the Carriers' Joint Conference Committee and the representatives of the labor organizations that it had failed to settle the dispute, or to bring about an agreement to arbitrate and that mediation proceedings were terminated, and,

WHEREAS, The Carriers' Joint Conference Committee declined to withdraw the request for a fifteen per cent reduction in wages and other forms of compensation, effective July 1, 1938, and has indicated its intention to prosecute same to a conclusion under the Railway Labor Act, and,

WHEREAS, The committee of each organization has declined to accept any wage reduction and has reviewed all that occurred in the conferences and mediation and it being made clear that the carriers had refused to withdraw their request; that they had declared it to be their purpose to prosecute same to a conclusion; that mediation had failed to bring about an agreement; that under the Railway Labor Act: "no change shall be made in rates of pay, rules or working conditions or established practices in effect prior to the time the dispute arose" for thirty days after the National Mediation Board advises that its efforts failed; that in order to defend and maintain the present rates it is necessary that a strike vote of the membership of the respective organizations be taken in accordance with the laws thereof, therefore, be it

RESOLVED, That we, the representatives of the cooperating labor organizations, do hereby authorize and request the Chief Executives of our respective organizations to submit the dispute to the members and handle it to a conclusion in accordance with the laws of each organization.

In observance of this resolution the members of each cooperating labor organization are requested to vote their views on the attached strike ballot.

Fraternally yours,

A. JOHNSTON, Grand Chief Engineer
Brotherhood of Locomotive Engineers

D. B. ROBERTSON, President
Brotherhood of Locomotive Firemen & Enginemen

J. A. PHILLIPS, President
Order of Railway Conductors

T. C. CASHEN, International President
Switchmen's Union of North America

E. J. MANION, President
The Order of Railroad Telegraphers

A. O. WHARTON, International President
International Association of Machinists

J. A. FRANKLIN, International President
International Brotherhood of Boilermakers, Iron
Ship Builders and Helpers of America

ROY HORN, General President
International Brotherhood of Blacksmiths, Drop
Forgers and Helpers

L. M. WICKLEIN, General Vice President
Sheet Metal Workers' International Association

C. J. McGLOGAN, International Vice President
International Brotherhood of Electrical Workers

F. H. KNIGHT, General President
Brotherhood Railway Carmen of America

JOHN F. McNAMARA, International President
International Brotherhood of Firemen and Oilers,
Round House and Railway Shop Laborers

GEORGE M. HARRISON, Grand President
Brotherhood of Railway and Steamship Clerks,
Freight Handlers, Express and Station Employees

F. H. FLJOZDAL, President
Brotherhood of Maintenance of Way Employees

A. E. LYON, Grand President
Brotherhood of Railroad Signalmen of America

CAPT. JAS. J. DELANEY, President
National Organization of Masters, Mates and Pilots
of America

S. J. HOGAN, President
National Marine Engineers' Beneficial Association

JOSEPH P. RYAN, President
International Longshoremen's Association

OFFICIAL STRIKE BALLOT

The following ballot has been agreed to as the official strike ballot by each cooperating labor organization:

I have carefully read, or heard read, the official circular and this ballot, and understand that the question involved is that of a strike and the fixing of the time therefor in accordance with the laws of the respective organizations for the purpose of defending and maintaining the existing wage rates, arbitraries and allowances, and on this question I record my vote by the cross which I have placed in the square indicated below:

For Strike ☐

Against Strike ☐

(Vote by placing an "X" in square
either for or against a strike.)

Signature
(Sign your full name here)

Occupation
(Show occupation date you vote)

Railroad
(Write in full name of railroad or other carrier)

Member of
(Write in full name of organization)

Local or Division Number.....
If a non member so indicate by an "X" here ☐

BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN
WAGE REDUCTION MOVEMENT OF 1938 INAUGURATED BY THE RAILROADS IN THE UNITED STATES

CIRCULAR OF INSTRUCTIONS WITH REGARD TO TAKING THE STRIKE VOTE

* * * * *

At meetings of the officers and general chairmen representing the eighteen standard railroad labor organizations affiliated with the Railway Labor Executives' Association, and who have been conducting negotiations with the Carriers' Joint Conference Committee representing railroads in the United States in connection with the notices served by the managements of such railroads under date of May 12, 1938, concerning a fifteen per cent reduction in rates of pay, unanimous action was taken to the effect that a strike vote of the members and others employed in the classes of service represented by these organizations be taken for the purpose of defending and maintaining the existing rates.

A supply of strike ballots and copies of this circular of instructions are being forwarded to all general chairmen on railroads participating in this movement. A supply of envelopes in which the ballots are to be returned when voted, are also being forwarded to all general chairmen. Upon receipt of the ballots each general chairman shall immediately arrange to deliver the necessary number of copies to the local chairmen under his jurisdiction, who shall arrange to secure the votes in accordance with these instructions.

Certain provisions of our laws bearing upon the taking of a strike ballot are quoted as follows for the information and guidance of all concerned:

Article 15, Section 1:

"(a) When it becomes necessary to poll a system for any cause, all members employed in active engine service shall vote for or against a strike. Any member refusing to vote for or against a strike shall be expelled from all the benefits of the organization except participating in the Beneficiary Department.

"(b) Non-members, in service as above, shall also be given opportunity to vote. Members or non-members cut off due to depression in business shall not be polled while cut off."

Article 14, Section 14, (a), in part: " * * * Expenses of local chairmen and assistant local chairmen in taking a strike vote shall be paid from the general grievance committee fund after the bills have been approved by the local lodge and the general chairman. Any other services required of the local chairman by the general chairman, subsequent to taking a strike vote and previous to a final settlement shall be paid from the general grievance committee funds after the bills have been approved by the local lodge and general chairman. Expenses incurred in connection with a concerted movement under the provisions of this section shall include payment to general chairmen participating in the movement, for travel time and time actually in attendance at meetings of the association during such movements. * * * "

Under the above law, general chairmen will be paid travel time from the General Fund for returning to their respective lines from Chicago preliminary to the taking of the ballot. Thereafter they will be paid from their respective general committee funds for services performed in connection with the taking of the ballot.

Article 14, Section 19: "A member who willfully misrepresents the facts concerning the questions under consideration by the general grievance committee or associations of general grievance committees, during the negotiations with a railroad company or companies or at the time a poll of the members is being taken on the question of a strike, or who, while engaged in taking a poll of the members on the question of a strike willfully misrepresents the question at issue, shall, upon conviction, be penalized as provided in Article 17, Section 12, Paragraph (e)."

The following Memorandum of Understanding reached between the chief executives of the B. L. E. and B. L. F. & E. regarding the taking of a strike vote is quoted as a matter of further information and guidance for all concerned:

"MEMORANDUM OF UNDERSTANDING BETWEEN THE B. L. E. AND THE B. L. F. & E. REGARDING THE
TAKING OF A STRIKE VOTE

Each organization will issue a separate letter of instructions governing the taking of the strike vote of its members.

Each organization will print, send out and collect its own ballots.

A committee of six from each organization will be appointed and it will be the purpose of the chief executives to convene such committees separately at Cleveland for the purpose of canvassing their own ballots beginning two weeks prior to the date on which the general chairmen will again be convened in Chicago—September 26.

Each organization will vote all of its members that are eligible to vote under its laws. Members and non-members not in service—cut off the working list—will not be voted.

All votes should indicate the occupation in which the employee is engaged on the date vote is cast.

The B. L. E. will vote all doubleheaders who are running engines on the date vote is taken.

The B. L. F. & E. will vote all doubleheaders who are working as firemen, hostlers or hostler helpers on the date vote is taken.

Non-members in service as engineers on the date vote is taken will be voted by the B. L. E.

Non-members in service as firemen, hostlers and hostler helpers on the date vote is taken will be voted by the B. L. F. & E.

In order to expedite the vote, general chairmen may authorize their local chairmen to cooperate with local chairmen of the other organization in voting the men at outlying points.

Only those employed on railroads, parties to the proceeding, whether in the United States or Canada, will be voted. In other words, employees on railroads not party to the proceedings and railroads where agreement has been reached to abide by the result of the national movement will not be voted.

The men should be voted and the ballots returned as soon as possible and every effort should be made to have all ballots returned to our respective Cleveland headquarters on or before September 26. Where it is not possible to forward ballots to Cleveland prior to September 26 they should be either brought or forwarded to Chicago, all B. L. E. ballots being forwarded to A. Johnston, Great Northern Hotel, Chicago, and all B. L. F. & E. ballots forwarded to D. B. Robertson, Morrison Hotel, Chicago.

When all ballots have been canvassed the chief executive of the B. L. E. will furnish to the chief executive of the B. L. F. & E. a statement by railroads showing the number of firemen, hostlers and hostler helpers, members of the B. L. E., who have been voted by that organization, such statement to indicate the manner in which such employees have voted.

Likewise the chief executive of the B. L. F. & E. will furnish to the chief executive of the B. L. E. a statement by railroads showing the number of engineers, members of the B. L. F. & E., which that organization has voted, such statement to indicate the manner in which such members have voted.

Dated August 31, 1938.
Chicago, Ill."

(Signed) A. JOHNSTON,
Grand Chief Engineer, B. L. E.

(Signed) D. B. ROBERTSON,
President, B. L. F. & E.

If they so desire general chairmen may supplement these instructions to the extent of meeting any local situation peculiar to their individual railroads.

The chairmen and secretaries of the three associations, Districts 1, 2 and 3, have been appointed and authorized by their respective associations to canvass the ballots and the International President will arrange to convene these officers of the associations at Cleveland pursuant to understanding.

After the member or non-member has carefully read, or heard read, the statement to which the ballot is attached, he should be required to vote, sign his name, and indicate his occupation at the time the vote is taken and the number of his lodge in the space provided for that purpose on the ballot. Non-members should also vote as indicated on the ballot. The completed ballot should be placed in the envelope provided for that purpose, properly sealed by the member or non-member, and handed to the authorized person taking the vote.

General chairmen should instruct the local chairmen under their jurisdiction to return the completed ballots to them after all members and non-members have been voted and as soon as all votes have been received by the general chairman he should transmit them to the Grand Lodge headquarters at 318 Keith Building, Cleveland, Ohio, where they will be properly canvassed and tabulated.

Additional copies of the ballots and letters of instructions will be furnished the general chairmen upon application, should the supply originally furnished prove to be inadequate.

Every effort should be made to complete the taking of the vote as soon as possible and special effort should be made to have all ballots returned to Grand Lodge headquarters, 318 Keith Building, Cleveland, Ohio, not later than September 26. As indicated above, the executives and general chairmen will reconvene on September 26 and it is the intention to move forward with the program as soon as possible thereafter.

D. B. ROBERTSON,
International President.

Pursuant to understanding, Grand Chief Engineer Johnston of the B. L. E. and the International President exchanged ballots and letters of instructions to our respective membership, as indicated by the correspondence and B. L. E. letter of instructions reproduced below. The ballots being similar, it does not seem necessary to reproduce the B. L. E. ballot herein.

GRAND OFFICE
Brotherhood Locomotive Engineers
Cleveland, O.

September 2nd, 1938.

Mr. D. B. Robertson, President,
B. of L. F. & E.,
Cleveland.

Dear Sir and Brother:

In accordance with our mutual understanding, I am enclosing herewith a copy of the instructions addressed to our General Chairmen, accompanied by a ballot to be voted on by our members, as well as non-members who run locomotives.

Yours fraternally,

A. JOHNSTON,
G. C. E.

GRAND OFFICE
BROTHERHOOD OF LOCOMOTIVE ENGINEERS
EXECUTIVE DEPARTMENT

Cleveland, O., September 1, 1938.

(Copies of this statement are sent General Chairmen for distribution among Local Chairmen.)

TO ALL GENERAL AND LOCAL CHAIRMEN
OF THE B. L. E. IN THE UNITED STATES

In connection with distributing, collecting and tabulating of the strike vote authorized to oppose the Managements of the different railroads in the United States desire to reduce all rates of compensation including arbitraries, special allowances, and all other forms of money payments fifteen (15) per cent effective July 1, 1938, the following instructions will govern.

INSTRUCTIONS

- 1—General Chairmen are held responsible for the distribution and collection of strike ballots under the jurisdiction of their respective Committees, a supply of which is being forwarded to them either by Parcel Post, American Express or Air Mail.
- 2—All expenditures for time lost, or otherwise, by General or Local Chairmen or others who may be assigned to take the strike vote, must be borne by the General Committee of Adjustment, under whose jurisdiction the expense is incurred, except, that the General Committee of Adjustment or the General Chairman may refer the matter of distributing and collecting the vote to each Division, the Division to assign the duty of distributing and collecting the strike ballot to the Local Chairman and pay him from the funds of the Division.
- 3—Each voter should read the contents of the ballot before signing same, but under no circumstances should he be permitted to take the ballot with him. Upon signing the ballot the voter should detach same, place it in an envelope furnished for that purpose, seal and present it to the person authorized to take the vote. No attempt should be made to coerce any member or non-member to vote in any particular way—we want their expressions, not those of some one else. The printed matter to which each ballot is attached should be retained by the voter.
- 4—It must be further understood that should a strike be called, no strike benefits will be paid by the Brotherhood of Locomotive Engineers to anyone engaged in the strike.
- 5—Each General Chairman should set a date for the return of the ballots to him, bearing in mind the time necessary for their delivery at Cleveland as soon as possible.

IN ADDITION TO THE FOREGOING THE FOLLOWING WAS AGREED TO BY THE CHIEF EXECUTIVES OF
THE B. OF L. E. AND B. OF L. F. & E. AND APPROVED BY GENERAL CHAIRMEN OF BOTH
ORGANIZATIONS.

MEMORANDUM OF UNDERSTANDING BETWEEN THE B. OF L. E. AND THE B. OF L. F. & E. REGARDING THE
TAKING OF THE STRIKE VOTE.

Each organization will issue a separate letter of instructions governing the taking of the strike vote of its members.

Each organization will print, send out and collect its own ballots.

A committee of six from each organization will be appointed and it will be the purpose of the chief executives to convene such committees separately at Cleveland for the purpose of canvassing their own ballots beginning two weeks prior to the date on which the General Chairmen will again be convened in Chicago--September 26.

Each organization will vote all of its members that are eligible to vote under its laws. Members and non-members not in service--cut off the working list--will not be voted.

All votes should indicate the occupation in which the employee is engaged on the date vote is cast.

The B. of L. E. will vote all doubleheaders who are running engines on the date vote is taken.

The B. of L. F. & E. will vote all doubleheaders who are working as firemen, hostlers or hostler helpers on the date vote is taken.

Non-members in service as engineers on the date vote is taken will be voted by the B. of L. E.

Non-members in service as firemen, hostlers and hostler helpers on the date vote is taken will be voted by the B. of L. F. & E.

In order to expedite the vote, general Chairmen may authorize their Local Chairmen to cooperate with Local Chairmen of the other organization in voting the men at outlying points.

Only those employed on railroads, parties to the proceeding, whether in the United States or Canada, will be voted. In other words, employees on railroads not party to the proceeding and railroads where agreement has been reached to abide by the result of the national movement will not be voted.

The men should be voted and the ballots returned as soon as possible and every effort should be made to have all ballots returned to our respective Cleveland headquarters on or before September 26. Where it is not possible to forward ballots to Cleveland prior to September 26 they should be either brought or forwarded to Chicago, all B. L. E. ballots being forwarded to A. Johnston, Great Northern Hotel, Chicago, and all B. L. F. & E. ballots forwarded to D. B. Robertson, Morrison Hotel, Chicago.

When all ballots have been canvassed the Chief Executive of the B. of L. E. will furnish to the Chief Executive of the B. of L. F. & E. a statement by railroads showing the number of firemen, hostlers and hostler helpers, members of the B. of L. E., who have been voted by that organization, such statement to indicate the manner in which such employees have voted.

Likewise the Chief Executive of the B. of L. F. & E. will furnish to the Chief Executive of the B. of L. E. a statement by railroads showing the number of engineers, members of the B. of L. F. & E., which that organization has voted, such statement to indicate the manner in which such members have voted.

Dated August 31, 1938
Chicago, Ill.

A. JOHNSTON,
Grand Chief Engineer, B. L. E.
D. B. ROBERTSON,
President, B. L. F. & E.

CONCLUSION

If past experience may serve as a guide, we may reasonably anticipate many erroneous reports concerning the attitude of the Managements in dealing with the Organizations on the wage question. Any such reports should be disregarded. It should be obvious that the enormous expense of an undertaking of this description would not be incurred if it were not absolutely necessary in the interest of our membership.

Sufficient copies of this letter will be furnished each General Chairman for the use of Local Chairmen or others who may be deputized to assist them in securing the vote.

In the interest of economy, I urge the completion of this task as promptly as possible, consistent with its importance.

Fraternally yours,

A. JOHNSTON,
Grand Chief Engineer.

(SEAL)

September 6, 1938.

Mr. A. Johnston,
Grand Chief Engineer, B. L. E.,
Cleveland, Ohio.

Dear Sir and Brother:

I thank you for your letter of September 2, transmitting two copies of your strike ballot and letter of instructions with respect to taking same.

Pursuant to understanding, I enclose herewith two copies of our ballot and letter of instructions for your information.

Yours fraternally,

D. B. ROBERTSON.

When our Association of General Grievance Committees convened in Chicago at 2 P. M., July 18, 1938, a preliminary list of roads represented by the Carriers' Joint Conference Committee was furnished each general chairman. Prior to the termination of mediation on August 31, a corrected list of railroads represented by the Carriers' Joint Conference Committee and the Committee representing the eighteen cooperating railway labor organizations was agreed to and attested by the representatives of both parties. This corrected list shows all carriers participating in the wage movement and the extent to which each of the eighteen cooperating organizations are represented on such railroads¹.

When the representatives of the eighteen cooperating organizations adjourned for the purpose of taking a strike vote, it was agreed to reconvene at Chicago, 10 A. M., September 26, 1938.

Prior to adjournment of our Association of General Grievance Committees, action was taken authorizing the International President to convene the chairmen and the secretaries of the three Associations at Cleveland, at a time to be fixed by the International President, for the purpose of canvassing and tabulating the vote.

Arrangements were made for the canvassing of the strike vote as indicated in the following communication addressed to the chairmen and secretaries of Associations of General Grievance Committees, Districts 1, 2 and 3:

Cleveland, Ohio, September 6, 1938.

Mr. G. A. Meade,
Chairman, District No. 1,
Chicago, Ill.

Mr. F. R. Bean,
Vice Chairman, District No. 2,
Elmira, N. Y.

Mr. H. H. Burnett,
Chairman, District No. 3,
Roanoke, Va.

Mr. W. C. Keiser,
Secretary, District No. 1,
Topeka, Kans.

Mr. J. F. Baughman,
Secretary, District No. 2,
Fort Wayne, Ind.

Mr. E. H. Thompson,
Secretary, District No. 3,
Richmond, Va.

¹Appendix C.

ASSOCIATIONS OF GENERAL GRIEVANCE COMMITTEES

Sirs and Brothers:

Prior to adjournment on September 1, the Associations of General Grievance Committees, Districts 1, 2 and 3, in charge of the wage reduction movement—1938, took action authorizing the International President to convene the Chairmen and Secretaries of these Associations at Cleveland two weeks prior to September 26, 1938, for the purpose of canvassing and tabulating the strike vote.

Pursuant to such action you are hereby requested to convene at Grand Lodge Headquarters, 318 Keith Building, Cleveland, Ohio, at 10:00 A. M., Monday, September 12, 1938.

In accordance with understanding reached with Chairman A. B. Miller of Association of General Grievance Committees, District 2, this letter is addressed to Vice Chairman F. R. Bean.

Yours fraternally,

D. B. ROBERTSON.

In accordance with action taken by the Associations of General Grievance Committees at Chicago, Ill., on September 1, 1938, the following circular letter was also addressed to all members of those associations on railroads parties to the national movement:

Cleveland, Ohio, September 6, 1938.

To General Chairmen, B. L. F. & E.,
on Railroads in the United States,
participating in National Handling
of the Wage Reduction Movement of
1938 inaugurated by the Railroads.

Sirs and Brothers:

Pursuant to action taken by the Associations of General Grievance Committees, Districts 1, 2 and 3, prior to adjourning at Chicago on September 1, 1938, this letter is written for the purpose of convening the general chairmen of Districts 1, 2 and 3 at the Morrison Hotel, Chicago, at 10:00 A. M., September 26, 1938. This call, of course, applies only to general chairmen of the B. L. F. & E. on such railroads in the United States as are participating in national handling of the wage reduction movement of 1938.

Similar action is being taken by the other seventeen railway labor organizations affiliated with the Railway Labor Executives' Association which are cooperating in the national handling of the wage reduction movement.

All general chairmen attending this meeting will be compensated from the General Fund of the Brotherhood under Article 14, Section 14 of the Constitution, for time actually in attendance at the meeting, and for travel time to and from the point where the meeting is held.

As provided in Article 14, Section 13, any system of railroad not desiring to be represented by its own general chairman, may be represented by the Associations of General Grievance Committees, or by a member of the Association.

All meetings of the Associations of General Grievance Committees, B. L. F. & E. will be held at the Morrison Hotel, but general chairmen may feel free to stop wherever they may desire, with the understanding that they will make their own reservations.

I again urge upon all general chairmen to expedite the taking of the vote on their respective lines as it is imperative that the work of taking the vote, canvassing and tabulating same, be completed on schedule.

Yours fraternally,

D. B. ROBERTSON.

On September 15, 1938, the following notice was addressed to the representatives of the organizations by the respective managements of railroads parties to the national movement:

Dear Sir:

We are again calling your attention to the notice of May 12, 1938, of our intention to reduce all rates of compensation, including arbitraries, special allowances and all other forms of money payments, fifteen (15) per cent, effective July 1, 1938. A copy of that notice is attached hereto. A similar notice was served by this carrier on its other classes of employees and by other carriers on their various classes of employees.

The effective date of the wage reductions covered by the notice of May 12, has been postponed from time to time by the operation of the Railway Labor Act, that is to say, by conferences between representatives of the carriers and representatives of the employees and mediation.

The efforts of the National Mediation Board to bring about an amicable settlement by mediation were unsuccessful and that Board in accordance with the requirement of Section 5 of the Railway Labor Act, endeavored to induce the parties to submit their controversy to arbitration. This carrier, together with other carriers, expressed its willingness to arbitrate, but the representatives of your organization, as well as the representatives of other national railway labor organizations, refused to arbitrate.

Accordingly, on August 31st, the National Mediation Board notified all parties in writing that its mediatory efforts had failed.

This is to inform you that pursuant to the said notice of May 12, this company will reduce all rates of compensation, including arbitraries, special allowances and all other forms of money payment fifteen (15) per cent, effective 12:01 A. M. October 1st, 1938, which is thirty (30) days after August 31st, the date when the National Mediation Board notified the parties in writing that its mediatory efforts had failed.

Yours truly,

Copies of the foregoing notice were immediately mailed to the Grand Lodge office by several general chairmen representing the B. L. F. & E. and the following circular letter, in the nature of instructions regarding proper acknowledgment and reply thereto, was issued by the International President:

Cleveland, Ohio, September 16, 1938.

To General Chairmen on All Railroads
Parties to Wage Reduction Movement of 1938.

Sirs and Brothers:

Information has reached me to the effect that General Chairmen on railroads parties to the wage reduction movement of 1938 are receiving notices from their respective managements advising that at 12:01 A. M., October 1st, all rates of compensation, including arbitraries and special allowances, and all other forms of money payments, will be reduced fifteen per cent.

When the notice mentioned above is received, General Chairmen of the B. L. F. & E. should acknowledge same without comment except to say that the proposal for reducing wages of employes represented by the B. L. F. & E. is not acceptable.

In addition to the foregoing, I desire to urge the General Chairmen who have not sent in their strike ballots to take every possible step to do this without further delay, so that all of such ballots can be tabulated by the time the Associations, Districts 1, 2 and 3, convene in Chicago the 26th of this month.

Yours fraternally,

D. B. ROBERTSON.

On September 26th the members of Associations of General Grievance Committees, Districts 1, 2 and 3, representing our members on railroads parties to the national movement, reconvened in Chicago, Ill. As a matter of record and for the information of all concerned our members on these railroads were represented at that meeting as follows:

WESTERN RAILROADS—DISTRICT No. 1

Name of Railroad	Name of General Chairman	Name of Railroad	Name of General Chairman
Alameda Belt Line.....	John Flavin	Baltimore & Ohio, Chicago Terminal....	H. A. Porch (Acting)
Alton & Southern R. R.....	Geo. E. Broadhurst	Belt Railway of Chicago.....	A. J. Baril
Alton R. R.....	E. H. Smock	Burlington-Rock Island R. R.....	Frank Johnson
Atchison, Topeka & Santa Fe Ry. (Proper)	W. C. Keiser	Butte, Anaconda & Pacific Ry.....	Albert F. Sinz
Atchison, Topeka & Santa Fe Ry. (Coast Lines)	K. B. Walton	Camas Prairie	{T. P. Gorman and Earl Wood

WESTERN RAILROADS—DISTRICT No. 1

Name of Railroad	Name of General Chairman	Name of Railroad	Name of General Chairman
Chicago & Eastern Illinois Ry.....	J. V. Fitzsimmons	Lake Superior Terminal & Transfer Co.	Walter G. Hicks
Chicago & Northwestern Ry.....	J. L. Witherspoon	Midland Valley R. R.....	Oslee Skinner
Chicago & Western Indiana R. R.....	Martin McCormick	Kansas, Oklahoma & Gulf Ry.....	J. B. Farrell
Chicago, Burlington & Quincy R. R....	Mannie Larson	Oklahoma City-Ada-Atoka Ry.	Rep. by Ass'n.
Chicago Great Western R. R.....	R. C. Fawcett	Minneapolis, Northfield & Southern Ry.	C. W. Thompson
South St. Paul Terminal.....	Chas. Heiberger	Minneapolis, St. Paul & Sault	
Chicago, Milwaukee, St. Paul &		Ste. Marie Ry.....	Brook Jones
Pacific (East)	H. J. Toward	Duluth, South Shore & Atlantic	
Chicago, Milwaukee, St. Paul &		and Mineral Range Ry.....	L. N. Nadeau
Pacific (West)	Geo. F. Collins	Minnesota & International Ry. and	
Chicago, Rock Island & Pacific Ry....	H. J. Palmer	Big Forks & International Falls Ry.	Rep. by Ass'n.
Peoria Terminal Co.....	C. R. Finch	Minnesota Transfer Ry.	L. J. Duffy
Chicago, St. Paul, Minneapolis		Missouri-Kansas-Texas R. R.....	Chas. McKemy
& Omaha Ry.....	W. M. Haley	Missouri Pacific R. R.....	J. M. Brickhouse
Colorado & Southern Ry.....	E. E. Carnes	Missouri-Illinois R. R.....	A. G. Rodenberg
Colorado & Wyoming Ry.....	A. J. Chipman		
Davenport, Rock Island &		Northern Pacific Ry.	T. P. Gorman
Northwestern Ry.	Rep. by Ass'n.	Northern Pacific Terminal Co.	
Denver & Rio Grande Western R. R....	A. J. Chipman	of Oregon	Harry G. Arbuckle
Denver & Salt Lake Ry.....	A. J. Chipman	Northwestern Pacific R. R.....	C. W. Moffitt
Des Moines Union Ry.....	E. L. Bias		
Duluth, Winnipeg & Pacific.....	Rep. by Ass'n.	Ogden Union Railway & Depot Co....	Rep. by Ass'n.
		Oregon, California & Eastern Ry.....	Gradie W. Sanders
East St. Louis Junction R. R.....	Beal Owens		
Elgin, Joliet & Eastern Ry.....	George Meade	Peoria & Pekin Union Ry.....	H. F. Wiedeman
		Port Terminal Railroad Association....	I. B. Arnold
Fort Worth & Denver City Ry.			
and Wichita Valley Ry.....	R. Q. Mills	St. Joseph Terminal R. R. Co.....	Rep. by Ass'n.
Fort Worth Belt Ry.....	J. M. Hedges	St. Louis-San Francisco Ry.....	John Stroud
		Birmingham Belt R. R.....	John Stroud
Galveston, Houston & Henderson R. R.	Rep. by Ass'n.	St. Louis Southwestern Ry.....	Hugh Rives
Galveston Wharf Co.....	Rep. by Ass'n.	St. Paul Union Depot Co.....	Rep. by Ass'n.
Great Northern Ry.....	A. Strom	San Diego & Arizona Eastern Ry.....	F. G. Gunther
Green Bay & Western R. R.....	N. H. Christensen	Sioux City Terminal Ry.....	Rep. by Ass'n.
Gulf, Colorado & Santa Fe Ry.....	C. E. Skelton	South Omaha Terminal Ry.....	Rep. by Ass'n.
Gulf Coast Lines:		Southern Pacific (Pacific System)....	C. W. Moffitt
St. Louis, Brownsville & Mexico Ry..	W. A. Donaldson	Southern Pacific (Atlantic System)...	B. M. Alvord
Houston & Brazos Valley Ry.....	J. P. Cockrell	Spokane, Portland & Seattle Ry.....	Barth J. Callahan
San Antonio, Uvalde & Gulf R. R....	H. D. Smith	Oregon Trunk Ry.....	Barth J. Callahan
Sugar Land Ry.	J. P. Cockrell		
Rio Grande City Ry.....	W. A. Donaldson	Terminal Railroad Ass'n of St. Louis..	E. F. Stephens
Asherton & Gulf Ry.....	J. P. Cockrell	Texas & Pacific Ry.....	W. J. Brown
San Antonio Southern Ry.....	J. P. Cockrell	Texas-Pacific-Missouri Pacific Ter.,	
San Benito & Rio Grande Valley Ry..	W. A. Donaldson	R. R. of New Orleans.....	W. J. Brown
Asphalt Belt Ry.	W. A. Donaldson		
International-Great Northern R. R...	J. P. Cockrell	Union Pacific R. R. (Central Dist.)....	W. L. Phillips
Houston Belt & Terminal Ry.....	A. F. Morin	Union Pacific R. R. (Northwestern	
		Dist.)	Earl Wood
Illinois Central R. R.....	C. A. Tweedy	Union Pacific R. R. (Eastern Dist.)....	A. B. Johnson
Yazoo & Mississippi Valley R. R....	C. A. Tweedy	Union Pacific R. R. (Southwestern	
Chicago & Illinois Western R. R....	C. A. Tweedy	Dist.)	L. M. Sowby
Kansas City Southern Ry.....	C. F. Newman	Union Railway Co. (Memphis).....	Ralph Smith
Arkansas Western Ry.	C. F. Newman	Union Terminal Ry. Co. (Dallas)....	Chas. McKemy
Kansas City Terminal Ry.....	R. B. Ridenhour	Union Terminal Ry. Co. (St. Joseph)..	Rep. by Ass'n.
		Wabash Ry.	H. E. Debrecht
		Western Pacific R. R.....	Robert McIlveen

EASTERN RAILROADS—DISTRICT No. 2

Name of Railroad	Name of General Chairman	Name of Railroad	Name of General Chairman
Akron, Canton & Youngstown Ry.....	A. H. Watkins	McKeesport Connecting R. R.....	Rep. by Ass'n.
Ann Arbor R. R.....	H. E. Debrecht	Michigan Central R. R.....	J. G. McLean
Baltimore & Ohio R. R.....	H. A. Porch (Acting)	Monongahela Ry.	D. A. Elkins
Buffalo Div.	John Driver	New York Central—Buffalo & East....	H. W. Evans
B. & S. District.....	C. M. Allen	New York Central—West of Buffalo...E. R. Todd	
Bessemer & Lake Erie R. R.....	J. C. Young	New York Central—Ohio Central Lines..	Harry R. Morgan
Boston & Albany.....	G. S. McSwan	New York Central (Catskill Mountain Branch)	E. C. Snyder
Boston & Maine R. R.....	G. A. Henderson	Newburgh & South Shore Ry.....	Rep. by Ass'n.
Buffalo Creek R. R.....	Geo. N. Hofner	New York, Chicago & St. Louis Ry. (Nickle Plate District)	J. F. Baughman
Canadian National Ry. Lines in		New York, Chicago & St. Louis Ry. (Cloverleaf District)	C. L. Eyrse
New England	W. G. Graham	New York, Chicago & St. Louis Ry. (Lake Erie and Western District) ..	H. E. Rambo
Central Railroad Co. of New Jersey...	B. H. Wenner	New York, New Haven & Hartford R. R.	W. H. Gilfoil (Acting)
Central Vermont Ry.....	G. R. Grossman	New York, Ontario & Western Ry.....	J. F. Byrne
Chicago, Indianapolis & Louisville Ry..	M. E. Strother	Pennsylvania Railroad (Lines East)...W. B. Woodward Chicago River & Indiana R. R. and Chicago Junction Ry.....	P. H. Nolan
Cincinnati Union Terminal Co.....	J. E. Wood	Pennsylvania Railroad (Lines West)...D. D. Miller	
Cleveland, Cincinnati, Chicago & St. Louis	J. E. Wood	Pennsylvania-Reading Seashore Lines..W. B. Woodward Louisville & Jeffersonville Bridge Co.	(Acting)
Delaware, Lackawanna & Western R. R.	Fred Bean	Pere Marquette Ry.	V. Leatherman (Acting)
Detroit & Toledo Shore Line R. R.....	E. F. Gensler	Fort St. Union Depot Co.....	V. Leatherman (Acting)
Detroit, Toledo & Ironton R. R.....	Harry J. Lange	Pittsburg & Lake Erie R. R.....	George Hogan
Erie Railroad Co.....	Wm. Mengerink	Pittsburg & Shawmut R. R.....	Walter Beck
New York, Susquehanna & Western R. R.	P. L. Lentz	Pittsburg, Shawmut & Northern R. R..	Luke J. Lenze
Wilkes-Barre & Eastern R. R.....	P. L. Lentz	Pittsburg & West Virginia Ry.....	James A. Stafford
Grand Trunk Western R. R.....	B. A. Pierce	Reading Company	Ernest Welde
Indiana Harbor Belt R. R.....	C. J. Huber	River Terminal Ry.	Rep. by Ass'n.
Indianapolis Union Ry.....	John Durham	Staten Island Rapid Transit Ry.....	Geo. S. Hartman
Lehigh Valley R. R.....	Louis Edelmayer	Union Freight Railroad (Boston).....	W. H. Gilfoil (Acting)
Lehigh & New England R. R.....	Rep. by Ass'n.	Washington Terminal Co.	R. E. Tydings
Long Island R. R.....	H. V. Owens	Wheeling & Lake Erie R. R.....	Wm. B. Kehrner
Maine Central Railroad.....	H. F. Lutz		
Portland Terminal Co.....	H. F. Lutz		

SOUTHEASTERN RAILROADS — DISTRICT No. 3

Atlantic Coast Line	Thad S. Lee	Jacksonville Terminal	Thad S. Lee
Atlanta Joint Terminals.....	R. J. Waits	Kentucky & Indiana Terminal.....	John J. Lepping
Birmingham Southern	M. R. McKinney	Louisville & Nashville	W. G. Metcalfe
Central of Georgia.....	Chas. R. Johnson	Nashville Chattanooga & St. Louis....	R. B. Wilkins
Chesapeake & Ohio.....	W. E. Stevens	Norfolk Southern	G. M. Dodson
Hocking Division	J. H. Keating	Norfolk & Portsmouth Belt.....	C. W. Matthews
Clinchfield	R. L. Hensley	Norfolk & Western.....	H. H. Burnett
Columbus & Greenville.....	W. F. Newsom	Richmond, Fredericksburg & Potomac..E. H. Thompson	
Florida East Coast.....	C. F. Eeles	Seaboard Air Line.....	Wm. E. Mitchell
Georgia Railroad	Chas. M. Ray	Southern Railway	L. B. Johnson
Gulf Mobile & Northern.....	Harvey S. Myers	Tennessee Central	Jas. E. Moyers
New Orleans Great Northern.....	C. T. Stockstill		

The result of the vote cast by employees represented by the B. L. F. & E. as reported at that meeting indicated that 98.2% were in favor of striking in defense of maintaining existing wage rates¹.

Following the announcement of the strike vote against the proposed 15 per cent wage reduction, Chairman George M. Harrison of the Railway Labor Executives' Association discussed the wage reduction proposal over a nation wide hook-up. (Radio broadcast appears in Appendix E.)

(A radio address of Chairman Enoch of the Carriers' Joint Conference Committee over Station WMAQ on September 27, 1938, is also reproduced in Appendix F.)

The Railway Labor Executives' Association convened in Chicago on September 26th and after a report had been submitted by each chief executive to the effect that an overwhelming number of the employees represented by their respective organizations had likewise voted in favor of a strike, the following circular of instructions setting the date and time for the strike to become effective was approved by the cooperating organizations:

THE EIGHTEEN COOPERATING RAILROAD LABOR ORGANIZATIONS

Chicago, Illinois, September 26, 1938.

To Grand Lodge Officers; General Chairmen; General Committees of Adjustment and General Grievance Committees; Local Chairmen; Divisions and Lodges; Members, and Others Employed in the Classes of Service Represented by Organizations Signatory Hereto.

Dear Sirs and Brothers:

You are familiar, through the information given in the strike ballot voted by you, with the progress of handling the request on the part of the railroads for a 15 per cent reduction in basic rates of pay, arbitraries, and allowances, submitted by the managements to your committees on or about May 12, 1938, up to the time of submission of that ballot. A canvass of the ballot has revealed that substantially all workers employed in the various classes of service favored a strike in the event the railroad managements were unwilling to withdraw their request for a reduction in rates of pay, arbitraries, and allowances.

The railroads authorized the Carriers' Conference Committee to represent them in handling this matter with your Chief Executives and other representatives. This Committee met your Chief Executives and other representatives in Chicago on July 20, 1938. Conferences continued up to and including August 4, 1938, when it became apparent that the railroads would not withdraw their demand. Mediation proceedings commenced on August 11, 1938, and continued up to and including August 25, 1938, when mediation reached a deadlock and on August 30, 1938, the Mediation Board addressed a joint letter to the committees of the carriers' and employees' representatives, proposing arbitration. On the same date a letter was addressed to the Mediation Board by the employees' representatives advising that their proposition to arbitrate was not acceptable.

Your representatives gave consideration to the situation, and on September 26th, 1938, adopted the following:

WHEREAS, In compliance with the Railway Labor Act and agreements covering rates of pay and working conditions on the individual railroads held by the organization signatory hereto, formal request for a reduction in rates of pay, arbitraries and allowances, was presented by the managements to the employees' representatives on the individual railroads on or about May 12, 1938; and

WHEREAS, This request on the part of the railroads was considered in conferences by representatives of the individual railroads and representatives of the employees, without agreement being reached; and

WHEREAS, The membership of the participating organizations acting under their respective laws, authorized the inauguration of a joint, concerted wage movement on railroads in the United States for the purpose of defeating the proposal of the managements and maintaining the existing wage rates, arbitraries, and allowances, as embodied in the schedules or collateral agreements, for the classes of employees they represent; and

WHEREAS, A national conference was held between the representatives of the parties at Chicago, Illinois, beginning July 20, 1938, and terminating August 4, 1938, at which time it was apparent that no satisfactory agreement could be effected; and

WHEREAS, The mediatory efforts of the National Mediation Board failed, the employees' representatives declining to arbitrate the wage reduction; and

¹Appendix D.

WHEREAS, In the opinion of officers and committees representing the employees involved, ample reasons were presented to justify the withdrawal on the part of the railroads of their request for a reduction in rates of pay, arbitraries, and allowances; and

WHEREAS, The members of the organizations involved have authorized by a strike ballot, taken under the laws of their respective organizations, their representatives, with the approval of the Chief Executives, to call a strike for the purpose of defending and maintaining the existing wage rates, arbitraries and allowances; therefore be it

RESOLVED, That the representatives, with the approval of the Chief Executives hereby authorize the calling of a strike, under the laws of the respective organizations, and in conjunction with each other, on the railroad involved in this joint, concerted wage movement, said strike to become effective at six (6:00) o'clock, P. M., September 30th, 1938.

DUTIES OF MEMBERS AND OFFICERS IN CONDUCT OF STRIKE

In connection with the strike you will observe the following instructions:

Duties of Members

1. No employee in service involved in the strike will perform any service after the hour set to strike, unless in road service he has already begun a trip and has actually left the terminal. If the train has left the terminal he will complete the trip and deliver the engine and train at the end of run or tie-up point, if tied up under the law, after which he will perform no other service until the close of the strike. All other employees will strike at the appointed time.

So far as your legal right to strike is concerned, there is no difference between a mail train and any other train. You have identically the same right to refuse to perform service on a mail train as you have to refuse to perform service on any other train.

Employees Under Bond

Employees under bond and others having in their care railroad company or Express Agency property and funds should surrender such funds, property and other valuables to the proper officer at the time they strike, but if not possible to do so they should provide for safe keeping on company property and make accounting for funds and other valuables at earliest possible date. Do not surrender your keys to repositories for safekeeping of funds and valuables until you are given an accounting and checked out under employer rules.

2. All employees on strike will keep away from the company's property, except such men as are designated certain duties to be performed in furtherance of the strike by authority of the organizations.

3. The local representatives will arrange for a hall for meeting purposes at all terminals, using one of their own lodge rooms if available. Immediately after the strike becomes effective all men will assemble at the hall secured for meeting purposes. When thus assembled an organization will be perfected by the election of a chairman, vice chairman, and secretary from among the local chairmen of the cooperating organizations.

Only persons on strike and duly accredited representatives of the organizations will be permitted to be present in the meeting halls, except by permission of the assemblage.

4. The secretary will arrange a roll call (alphabetically) with each organization on a separate sheet. Roll will be called twice daily, morning and afternoon. The names of the non-members will be kept separate on the roll from the names of those who are members of the organizations. All strikers will be required to answer the roll call and also to be in the halls, where halls are provided, during the day at all times, unless excused by committee action or by the chairman of the meeting.

The secretary will keep a record of the proceedings from day to day.

5. Every employee should understand that the laws of the organizations involved must be obeyed. Acts of violence of any nature will not be tolerated by the organizations.

6. In the conduct of every strike there are numerous irresponsible persons, not members of the organizations, who take occasion to engage in acts of violence and disorderly conduct. Such actions are usually attributed to members of the organizations and great care should be taken by every member of the organizations to avoid associating with such persons, and all acts of violence and disorderly conduct should be discouraged.

7. Some railroad officials or their emissaries may endeavor to coerce or mislead the men by asserting that men at other points have not gone on strike, or that they have returned to work. Such statements should be ignored and all strikers should apply to their officers and committeemen for information, and be governed accordingly. No member or non-member will return to work until the strike is officially terminated.

Duties of Local Chairmen

1. The local chairmen of each organization on each division of railroad will jointly supervise the prosecution of the strike on the territory over which they have jurisdiction.

- 2. Local chairmen are expected to keep in close touch with the situation and will report daily to their respective general chairmen as to the condition of affairs. Whenever it is possible for the local chairmen representing all of the organizations involved at any terminal to report to their respective general chairmen jointly in one communication, it should be done.
- 3. Expense incurred for such joint reports will be borne jointly by the local organizations involved.
- 4. When deemed advisable the local chairmen will agree upon assistant chairmen for the respective organizations, to be located at outlying points, and said assistant chairmen will report to their respective local chairmen.
- 5. Clearly defined cases of disloyalty, indifference or inefficiency on the part of any person involved in the strike should be reported to his organization and necessary action, either as to discipline or safety measures, taken at once.

Duties of General Chairmen

- 1. The general chairman of each railroad involved in the strike will supervise and be responsible for the conduct of the strike upon the line of railroad over which he has jurisdiction and will make daily reports to the supervising Grand Lodge officer or officers.
- Expense incurred by so doing will be paid in accordance with the laws of the respective organizations.
- 2. On roads where because of the number of strikers involved it becomes necessary for a general chairman to have assistance, he may designate other officers and members of his general committee, as in his judgment may be necessary to successfully carry on the strike.
- 3. In the absence of instructions from the Grand Lodge officer in charge, the general chairmen will agree among themselves as to the points at which they will be located during the strike, and they will immediately advise the proper Grand Lodge officer and each of their local chairmen where they will be located and their address. The general chairmen should keep each other advised as far as possible as to their location, address, and movements.

Duties of Grand Lodge Officers

The Grand Lodge officers of the organizations involved will be assigned as indicated in Appendix "a" of this circular and each Grand Lodge officer so assigned will have general supervision over all employees on strike in that district.

Grand Lodge officers will keep the Chief Executives of the organizations advised of the exact situation in their district.

In order that the membership may be authoritatively informed, each general chairman will be furnished with a sufficient number of copies of this circular for distribution to his local chairmen and for such other distribution as may be required to advise the membership, and others working under agreements held by these organizations, that a strike has been called on the railroads and for the classes of employees respectively parties to the national wage dispute. This circular should be read or exhibited to members and all others employed under our agreements. Copy is being sent each division or lodge secretary *as information*, with the understanding that in event of any change in these instructions such change will be communicated through the general chairman.

In the event of a settlement being reached, or if for proper and sufficient reasons a postponement of the date set for the strike becomes advisable or necessary, the chief executive of each organization, signatory hereto, will notify his general chairmen by whatever means is deemed advisable. General Chairmen receiving such advice should consult with each other and use precaution before acting thereon to avoid the possibility of any false instructions from unauthorized sources being acted upon. General chairmen should have a thorough understanding with the members of their several committees as to the manner in which they will communicate with them with reference to this subject.

General and local chairmen receiving telegrams, instructions, or orders from their superior officers, should not act thereon until they have conferred with the other chairmen, and should it develop that the instructions or advices are not in harmony, great care should be exercised and no action taken until the difference has been removed.

DRAFT OF INSTRUCTIONS TO BE ISSUED BY EACH GENERAL CHAIRMAN

To All Local Chairmen, Members and
Employees Represented by the
.....,1938
.....
(Organization)

Dear Sirs and Brothers:

This is to advise that the vote of the members and non-members was overwhelmingly in favor of a strike.

Railroad management demanded a wage reduction of 15%; your representatives have been unable to induce them to

withdraw this unwarranted demand, therefore a strike of the members of the.....
(organization)
and others represented, is called and will become effective under the laws of our organization on the.....
(railroad)
at six (6:00) o'clock P. M., on September 30th, 1938.

Impart this information so that those interested will understand that they are to promptly comply with instructions.

Fraternally yours,

.....
General Chairman.

.....Railroad

All concerned will cooperate to the fullest extent in order that these instructions may be fully and completely complied with.

Each general chairman is requested to promptly acknowledge receipt of this communication and immediately furnish to his Chief Executive copy of all instructions he issues.

Fraternally yours,

- A. JOHNSON, Grand Chief Engineer
Brotherhood of Locomotive Engineers.
- D. B. ROBERTSON, President
Brotherhood of Locomotive Firemen & Enginemen
- J. A. PHILLIPS, President
Order of Railway Conductors
- T. C. CASHEN, International President
Switchmen's Union of North America
- E. J. MANION, President
The Order of Railroad Telegraphers
- A. O. WHARTON, International President
International Association of Machinists
- J. A. FRANKLIN, International President
International Brotherhood of Boilermakers, Iron
Ship Builders and Helpers of America
- ROY HORN, General President
International Brotherhood of Blacksmiths, Drop
Forgers and Helpers
- L. M. WICKLEIN, General Vice President
Sheet Metal Workers' International Association
- C. J. McGLOGAN, International Vice President
International Brotherhood of Electrical Workers
- F. H. KNIGHT, General President
Brotherhood Railway Carmen of America
- JOHN F. McNAMARA, International President
International Brotherhood of Firemen and Oilers,
Round House and Railway Shop Laborers
- GEORGE M. HARRISON, Grand President
Brotherhood of Railway and Steamship Clerks,
Freight Handlers, Express and Station Employees
- F. H. FLJOZDAL, President
Brotherhood of Maintenance of Way Employees
- A. E. LYON, Grand President
Brotherhood of Railway Signalmen of America

CAPT. JAS. J. DELANEY, President
National Organization of Masters, Mates and Pilots
of America

S. J. HOGAN, President
National Marine Engineers' Beneficial Association

JOSEPH P. RYAN, President
International Longshoremen's Association

APPENDIX "a"

Assignment of Officers

City	Officer	Organization	Headquarters	City	Officer	Organization	Headquarters
Alhany, N. Y.	H. B. Chase	BLE	Ten Eyck Hotel	Galveston, Tex.	Frank A. Sayre	MEBA	407½ 21st St.
Alhany, N. Y.	Thos. Hewison	Carmen	Ten Eyck Hotel	Houston, Tex.	C. F. Thomas	BLF&E	Rice Hotel
Atlanta	J. F. Emerson	BLE	Henry Grady Hotel	Houston, Tex.	A. O. Anderson	Carmen	
Atlanta	L. W. Reigel	Clerks		Houston, Tex.	F. J. Speisor	IAM	1412 Eagle St.
Altoona, Pa.	V. S. Gauthier	IAM	400 Goldschmidt Bldg.	Jacksonville, Fla.	F. H. Haygood	Carmen	
Baltimore, Md.	J. T. Corbett	BLE	Lord Baltimore Hotel	Kansas City, Mo.	W. O. Bruce	SU of NA	President Hotel
Baltimore, Md.	Wm. McGee	Boilermkrs.	Lord Baltimore Hotel	Kansas City, Mo.	W. D. Johnson	ORC	President Hotel
Baltimore, Md.	Milt. W. Meekins	MEBA	506 E. Baltimore St.	Kansas City, Mo.	C. D. Martin	Signalmen	
Battle Creek, Mich.	L. O. Thomas	IAM	382 Highland Ave.	Kansas City, Mo.	J. M. Patterson	Carmen	
Boston, Mass.	J. P. Farrell	BLF&E	Parker House Hotel	Kansas City, Mo.	Harry Nichols	Boilermkrs.	Brotherhood Block
Boston, Mass.	D. J. Callino	Carmen		Louisville, Ky.	J. L. Slaughter	Carmen	
Boston, Mass.	John J. Donnellan	IAM	Rm. 30, 5 Park Sq.	Louisville, Ky.	L. W. Gwan	Signalman	
Birmingham, Ala.	V. M. Garnet	Carmen		Los Angeles, Cal.	E. J. Ellingson	ORC	Hayward Hotel
Buffalo, N. Y.	W. V. Turnhull	M of W	Lafayette Hotel	Los Angeles, Cal.	Geo. C. Castleman	IAM	617 Venice Blvd.
Buffalo, N. Y.	F. H. Hall	Clerks		Los Angeles, Cal.	R. S. Roberts	Carmen	
Buffalo, N. Y.	Wm. J. Garrett	MEBA	211 Main St.	Lackawanna, N. Y.	Edw. Weisner	IAM	2442 Ahhott Road
Chicago, Ill.	T. J. Bissett	BLE	Great Northern Hotel	Memphis, Tenn.	F. J. Williams	ORC	Peahody Hotel
Chicago, Ill.	H. W. Fraser	ORC	Great Northern Hotel	Memphis, Tenn.	O. H. Dye	IAM	Devoy Hotel
Chicago, Ill.	C. E. Crook	M of W	Great Northern Hotel	Milwaukee, Wis.	Thos. Clohessy	SU of NA	Plankinton Hotel
Chicago, Ill.	G. D. Gohle	Clerks	Great Northern Hotel	Milwaukee, Wis.	W. F. Hartzheim	IBEW	2145 E. 45th St.
Chicago, Ill.	Irwin Barney	Carmen	Great Northern Hotel	Milwaukee, Wis.	F. F. Cowley	ORT	Plankinton Hotel
Chicago, Ill.	L. R. Smith	Signalmen	Great Northern Hotel	Milwaukee, Wis.	F. J. Nickerson	IAM	1301 S. 3rd St.
Chicago, Ill.	V. O. Gardner	ORT	Great Northern Hotel	Milwaukee, Wis.	Wm. J. McCauley	MM&P	1434 Bankers Bldg.
Chicago, Ill.	H. J. Carr	IAM	2118 Consumers Bldg.	Milwaukee, Wis.	Morris O'Connor	Carmen	208 E. Wisconsin Ave.
Chicago, Ill.	Harry Beyes	Blacksmiths	2922 Washington Blvd.	Nashville, Tenn.	T. C. Carroll	M of W	Maxwell House
Chicago, Ill.	Geo. O'Brien	Carmen		Nashville, Tenn.	S. E. Bryant	ORT	Maxwell House
Cincinnati, O.	C. B. Lightfoot	SU of NA	Netherlands Plaza	New Orleans, La.	R. J. Tillery	BLF&E	Roosevelt Hotel
Cincinnati, O.	J. B. Holmgren	Carmen		New Orleans, La.	Chas. N. Voshurgh	MEBA	619 Godchamp Bldg.
Cincinnati, O.	P. E. Ziegler	Clerks		Norfolk, Va.	B. T. Hnrst	MM&P	601 Portlock Bldg.
Cleveland, O.	W. J. Burke	BLE	1120 Engineers Bldg.	Norfolk, Va.	Wm. M. Kirby	MEBA	602 Portlock Bldg.
Cleveland, O.	Albert Phillips	BLF&E	418 Keith Bldg.	New York, N. Y.	T. J. Harkins	BLE	Times Square Hotel
Cleveland, O.	John W. Seaholt	Carmen		New York, N. Y.	Jonas A. McBride	BLF&E	Times Square Hotel
Cleveland, O.	J. J. Murphy	IAM	10904 Hathaway Ave.	New York, N. Y.	John Lundergan	SU of NA	Times Square Hotel
Charleston, N. C.	F. T. Cornelius	IAM	Hotel Charleston	New York, N. Y.	Jno. V. Rattigan	Carmen	Times Square Hotel
Columbus, O.	John S. Schmitt	Boilermkrs.		New York, N. Y.	D. C. Cone	Signalmen	Times Square Hotel
Columbus, O.	Fred Aten	Carmen		New York, N. Y.	Wm. Pendergast	Boilermkrs.	Times Square Hotel
Denver, Colo.	W. E. Jones	BLF&E	Cosmopolitan Hotel	New York, N. Y.	John Duffy	F'men & Oil.	Times Square Hotel
Denver, Colo.	Frank Lee	Boilermkrs.	Adams Hotel	New York, N. Y.	B. C. Lewis	ORT	Times Square Hotel
Detroit, Mich.	J. H. Sylvester	Clerks		New York, N. Y.	Edw. P. Trainer	MEBA	22, 7 Fulton St.
Detroit, Mich.	E. E. Milliman	M of W	Statler Hotel	New York, N. Y.	Wm. J. VanBuren	MM&P	1103, 15 Moore St.
Detroit, Mich.	W. H. Phillips	ORT	Statler Hotel	New York, N. Y.	L. B. Snedden	Clerks	Times Square Hotel
Detroit, Mich.	Earl Melton	IAM	1120 Francis Palms Bldg.	Omaha, Nehr.	Jas. Guthridge	Boilermkrs.	Rome Hotel
Detroit, Mich.	Jas. H. Blaka	MEBA	974 Merrick Ave.	Omaha, Nehr.	B. W. King	IAM	Morris Apts.
Dallas, Tex.	E. M. Wara	Carmen		Olean, N. Y.	A. P. Kohlenberg	IAM	Central Hotel
Decatur, Ill.	B. H. Finsa	Carmen		Philadelphia, Pa.	Geo. W. Laughlin	BLE	Benj. Franklin Hotel
Des Moines, Ia.	J. T. Farr	IAM	Franklin Hotel	Philadelphia, Pa.	Thos. F. Holleran	M of W	Benj. Franklin Hotel
Duluth, Minn.	F. H. Neimetz	ORC	Spalding Hotel	Philadelphia, Pa.	A. Matz	F'men & Oil.	Vendig Hotel
Duluth, Minn.	Robert Hewitt	Carmen		Philadelphia, Pa.	Fred Cederholm	IAM	304 S. 10th St.
E. St. Louis, Ill.	L. A. Mink	Carmen		Philadelphia, Pa.	Capt. Dihhle	MM&P	240 S. 3rd St.
Fort Worth, Tex.	M. Duncan	M of W	Texas Hotel	Pittsburgh, Pa.	H. M. Van Sant	BLF&E	Fort Pitt Hotel
Fort Worth, Tex.	J. N. Davis	Boilermkrs.	Texas Hotel	Pittsburgh, Pa.	John Minadeau	Carmen	
Fort Worth, Tex.	L. G. Fenn	IAM	1228 S. Adams St.	Pittsburgh, Pa.	J. V. Pessamento	IAM	501 Paulson Ave.
Flushing, N. Y.	Eric Peterson	IAM	17205 45th Ave.	Princeton, W. Va.	Walter C. Iseley	IAM	Grand Hotel
Flushing, N. Y.	S. L. Newman	IAM	4018 193rd St.	Paducah, Ky.	J. F. McCreery	Carmen	
				Portland, Me.	H. H. Lynch	BLF&E	Eastland Hotel
				Portland, Me.	L. A. Beaudery	Carmen	
				Portland, Ore.	M. A. Lovay	IAM	1710 S. W. 3rd Ave.

APPENDIX "a" (continued)

Assignment of Officers

City	Officer	Organization	Headquarters	City	Officer	Organization	Headquarters
Roanoke, Va.	Clyde Cabell	F'men & Oil.	Ponce De Leon Hotel	San Antonio, Tex.	E. C. Yeager	IAM	
Roanoke, Va.	J. F. Anderson	IAM	Ponce De Leon Hotel	Scranton, Pa.	M. J. McMahon	IAM	218 Adams St.
St. Louis, Mo.	O. K. Hedges	BLE	Jefferson Hotel	Spencer, N. C.	D. J. Butler	Carmen	
St. Louis, Mo.	D. K. Asher	Carmen		Richmond, Va.	C. E. Losey	Carmen	
St. Louis, Mo.	G. E. Joslin	ORT	3673 W. Pine Blvd.	Sacramento, Cal.	Frank Weibel	Boilermkrs.	
St. Louis, Mo.	H. R. Lyons	Clerks		Terre Haute, Ind.	H. T. Hamilton	IAM	Deming Hotel
St. Louis, Mo.	Winton F. Dryden	MEBA	5139 Page Blvd.	Toledo, O.	L. E. Keller	M of W	Secor Hotel
Shreveport, La.	C. H. Guice	IAM	2519 James St.	Toledo, O.	R. Morgan	Clerks	
San Francisco, Cal.	G. W. Burbank	BLE	Whitcomb Hotel	Waycross, Ga.	F. M. Weather-neglace	Carmen	
San Francisco, Cal.	M. P. Reynolds	ORC	Whitcomb Hotel	Washington, D. C.	A. J. Lovell	BLF&E	Labor Bldg., 10 Inde-pendence Ave., S.W.
San Francisco, Cal.	J. J. Duffy	IEBW	Whitcomb Hotel	Washington, D. C.	A. F. Stout	M of W	Labor Bldg., 10 Inde-pendence Ave., S.W.
San Francisco, Cal.	Geo. M. Fouralt	MM&P	21 Ferry Bldg.	Youngstown, O.	C. J. Goff	BLF&E	Ohio Hotel
San Francisco, Cal.	R. Meriwether	MEBA	Rm B, Ferry Bldg.	Youngstown, O.	N. D. Pritchett	ORT	Ohio Hotel
San Francisco, Cal.	Walter Nash	IAM	842 Pacific Bldg.	Yonkers, N. Y.	Roy Westgard	IEBW	Towers Hotel
St. Paul, Minn.	E. H. Kruse	BLE	St. Paul Hotel				
St. Paul, Minn.	John Pewters	Carmen	(Twin Cities)				
St. Paul, Minn.	Jos. Bosch	IAM	Capital Annex Apts.				
Salt Lake City, Utah	W. V. Jordan	IAM	New Grand Hotel				
Seattle, Wash.	Jas. Duncan	IAM	510 33rd Ave.				
Seattle, Wash.	Thos. Todd	ORC	Washington Hotel				
Seattle, Wash.	William Peel	MEBA	1923 1/2 First Ave.				

The following telegrams were subsequently exchanged with the Chairman of the National Medi-
ation Board and the Chairman of the Carriers' Joint Conference Committee:

Chicago, Ill., Sept. 26, 1938.

Dr. W. M. Leiserson,
Chairman, National Mediation Board,
Washington, D. C.

Please be advised that the employees of the carriers represented by the Carriers' Joint Conference Committee and
members of the 18 cooperative railroad labor organizations have voted overwhelmingly in favor of a strike and have de-
cided to put the strike into effect at six P. M., September 30, 1938.

GEORGE M. HARRISON,
Chairman, 18 Cooperating Organizations.

Chicago, Ill., Sept. 26, 1938.

H. A. Enochs, Chairman,
Carriers' Joint Conference Committee,
482 Union Station Bldg.,
Chicago, Ill.

Employees represented by the 18 cooperating railroad labor organizations in the service of the carriers represented
by your committee have voted overwhelmingly to strike and these organizations have authorized the employees to make
the strike effective at six P. M., September 30, 1938, in view of the anounced intention of the carriers to put into effect a
fifteen per cent reduction in rates of pay, arbitraries and special allowances at twelve one A. M., October 1, 1938. This
official advice is transmitted to you with an appeal in the interest of the public and the maintenance of desirable relations
in our industry that the carriers' managements will find it possible to withdraw their unwarranted request for a wage re-
duction.

GEORGE M. HARRISON,
Chairman, 18 Cooperating Organizations.

Washington, D. C., Sept. 27, 1938.

Geo. M. Harrison, Chairman,
Eighteen Railway Labor Organizations,
939 Morrison Hotel,
Chicago, Illinois.

The President has this date issued an emergency proclamation in consequence of dispute on the Atchison, Tokepa &
Santa Fe and a large number of other carriers with certain of their employes represented by nineteen labor organizations.
Your attention is called to provisions of Section Ten of Railway Labor Act, amended, and particularly to last paragraph

thereof. Emergency Board membership as follows: Honorable Walter P. Stacy, Raleigh, N. C., Dean James M. Landis, Cambridge, Mass., Prof. Harry A. Millis, Chicago, Ill. Please acknowledge receipt of this message.

ROBERT F. COLE, Secretary,
National Mediation Board.

Chicago, Ill., Sept. 27, 1938.

Dr. Wm. M. Leiserson, Chairman,
National Mediation Board,
Washington, D. C.

Your telegram advising President has issued proclamation appointing Emergency Board to investigate dispute over wages between 18 cooperating organizations and various railroads is acknowledged. The labor organizations will observe their obligations Section Ten Railway Labor Act and instructions have gone forward to hold strike in abeyance.

GEORGE M. HARRISON,
Chairman, 18 Cooperating Organizations.

Chicago, Ill., Sept. 27, 1938.

Mr. H. A. Enochs, Chairman,
Carriers' Joint Conference Committee,
482 Union Station Bldg.,
Chicago, Ill.

We have been advised that the President has issued proclamation appointing Emergency Board to investigate dispute over wages between 18 cooperating organizations and various railroads. The labor organizations will observe their obligations Section Ten Railway Labor Act and instructions have gone forward to employees to hold strike in abeyance.

GEORGE M. HARRISON,
Chairman, 18 Cooperating Organizations.

Chicago, Ill., Sept. 27, 1938.

George M. Harrison, Chairman,
701 Brotherhood Bldg.,
Cincinnati, Ohio.

We have been advised of the appointment by the President of an Emergency Board to investigate pending wage dispute. We hereby notify you that Section Ten of the Railway Labor Act will be observed and our principals have been informed of this advice to you.

H. A. ENOCHS, Chairman,
Carriers' Joint Conference Committee.

Washington, D. C., Sept. 27, 1938.

George M. Harrison, Chairman,
Eighteen Railway Labor Organizations,
B. of R. C. Bldg.,
Cincinnati, Ohio.

This will acknowledge receipt of your telegram even date advising organizations you represent will observe their obligations under Section Ten Railway Labor Act and that you have instructed employees to hold strike in abeyance. Carriers representative has been advised accordingly.

ROBERT F. COLE, Secretary,
National Mediation Board.

Washington, D. C., Sept. 27, 1938.

George M. Harrison, Chairman,
Eighteen Railway Labor Organizations,
701 Brotherhood Bldg.,
Cincinnati, Ohio.

Reference our telegram of today. Emergency Board will begin hearings at ten A. M., Friday, September thirtieth, in Caucus Room, House Office Bldg., Washington, D. C.

ROBERT F. COLE, Secretary,
National Mediation Board.

Having regard for the provisions of the Railway Labor Act which apply in event an Emergency Board is created the following circular in the nature of a notice holding the strike in abeyance pending further developments was issued by the members of the Railway Labor Executives' Association to their respective representatives on railroads parties to the national movement:

THE EIGHTEEN COOPERATING RAILROAD LABOR ORGANIZATIONS

Chicago, Ill., Sept 27, 1938.

To the General Chairmen of the Organizations Representing Employees on Railroads Participating in the National Wage Dispute, Signatory Hereto:

Sirs and Brothers:

Since issuing the instructions of September 26th, 1938, concerning the strike set for 6:00 P. M., September 30, 1938, the President of the United States, acting under and pursuant to the authority conferred upon him by the Railway Labor Act, has issued a Proclamation appointing an Emergency Board to investigate and report respecting the wage dispute growing out of notices served by the railroads upon your representatives on or about May 12th, 1938.

The Railway Labor Act provides under these circumstances that there shall be no change made, except by agreement, in wages or other conditions until thirty days after the Emergency Board submits its report to the President of the United States and this report must be filed within thirty days after the creation of the Board. This law further provides that during this period of time the employees shall not strike. Therefore, pursuant to the Proclamation issued by the President of the United States and in observance of the requirements of the Railway Labor Act you are advised that the strike ordered to take effect at 6:00 P. M., September 30, 1938, is hereby held in abeyance. All members and others represented by the organizations signatory hereto should continue with their usual employment, until they are further advised.

It will be our purpose to make such representations as may be necessary and advisable to the Emergency Board in defense of existing standards of wages and other compensation.

You will be advised of the report of the Emergency Board as early as it is made available and such future action as may be warranted by the circumstances will be taken.

Please advise all members and other employees accordingly.

Yours fraternally,

- A. JOHNSTON, Grand Chief Engineer
Brotherhood of Locomotive Engineers
- D. B. ROBERTSON, President
Brotherhood of Locomotive Firemen & Enginemen
- J. A. PHILLIPS, President
Order of Railway Conductors
- T. C. CASHEN, International President
Switchmen's Union of North America
- E. J. MANION, President
The Order of Railroad Telegraphers
- A. O. WHARTON, International President
International Association of Machinists
- J. A. FRANKLIN, International President
International Brotherhood of Boilermakers, Iron
Ship Builders and Helpers of America
- ROY HORN, General President
International Brotherhood of Blacksmiths, Drop
Forgers and Helpers
- L. M. WICKLEIN, General Vice President
Sheet Metal Workers' International Association
- C. J. McGLOGAN, International Vice President
International Brotherhood of Electrical Workers
- F. H. KNIGHT, General President
Brotherhood Railway Carmen of America

JOHN F. McNAMARA, International President
International Brotherhood of Firemen and Oilers,
Round House and Railway Shop Laborers

GEORGE M. HARRISON, Grand President
Brotherhood of Railway and Steamship Clerks,
Freight Handlers, Express and Station Employees

F. H. FLJOZDAL, President
Brotherhood of Maintenance of Way Employees

A. E. LYON, Grand President
Brotherhood of Railroad Signalmen of America

CAPT. JAS. J. DELANEY, President
National Organization of Masters, Mates and Pilots
of America

S. J. HOGAN, President
National Marine Engineers' Beneficial Association

JOSEPH P. RYAN, President
International Longshoremen's Association

Copy to Grand Lodge Officers.

Grand Lodge officers of our Brotherhood, who were not present at the meetings in Chicago on September 26th and 27th were advised regarding the situation as follows:

Cleveland, Ohio, September 28, 1938.

All Grand Lodge Officers,
B. L. F. & E.

Sirs and Brothers:

For your information and record I enclose herewith copy of instructions with reference to conducting the strike authorized by the eighteen cooperating railroad labor organizations provided such action were necessary to preserve and maintain present wage rates against the action of the railroads in attempting to secure a 15% reduction.

The result of the ballot spread by each of the eighteen cooperating railroad labor organizations showed an overwhelming majority in favor of a strike. The date for making the strike effective was fixed at six P. M., September 30, 1938, and circular dated September 26th containing instructions for conducting the strike was prepared and distributed among all general chairmen at Chicago, copy being enclosed for your information and record.

When the National Mediation Board had been advised of the fixing of the date for the strike, the President, acting under Section 10 of the Railway Labor Act, appointed an Emergency Board, which made it necessary to hold the strike in abeyance. Such action has been taken, and information to this effect was conveyed to all chairmen in session at Chicago in a circular dated September 27th, copy of which is also enclosed. The Emergency Board hearings will be held in Washington, D. C., beginning Thursday, September 29th.

By referring to Appendix A in the circular of instructions with regard to conducting the strike, it will be noted that no assignment is shown for Vice President C. H. Keenen. This is due to an error made by those who had charge of printing the circular. If it becomes necessary to revive and utilize the strike vote, Vice President C. H. Keenen will be assigned at the Parker House Hotel, Boston, Mass., and Vice President J. P. Farrell will be assigned at the Great Northern Hotel, Chicago, Ill.

Please see that general circulation is given the information concerning the matter of holding the strike in abeyance.

Fraternally yours,

Encls.

D. B. ROBERTSON.

Information regarding the developments at the meetings in Chicago on September 26th and 27th was transmitted to general chairmen who were not present at those meetings with the following letter:

Cleveland, Ohio, September 28, 1938.

Dear Sir and Brother:

In view of the fact that the Association of General Grievance Committees has been representing your railroad in the national handling of the wage reduction movement inaugurated by the railroads, this letter is written for the purpose of

officially advising you concerning the latest developments and to furnish you with certain official records which you should have in your possession.

The result of the ballot spread by each of the eighteen cooperating railroad labor organizations showed an overwhelming majority in favor of a strike. The date for making the strike effective was fixed at six P. M., September 30, 1938, and circular dated September 26th containing instructions for conducting the strike was prepared and distributed among all general chairmen at Chicago.

When the National Mediation Board had been advised of the fixing of the date for the strike, the President, acting under Section 10 of the Railway Labor Act, appointed an Emergency Board, which made it necessary to hold the strike in abeyance. Such action has been taken, and information to this effect was conveyed to all chairmen in session at Chicago in a circular dated September 27th.

You will please see that the members of your general grievance committee are advised accordingly. Copies of circulars that can be used for this purpose are enclosed herewith.

The Emergency Board hearings will be held in Washington, D. C., beginning Thursday, September 29th.

Just as soon as result of the vote of our members has been compiled in tabular form, copies will be furnished all general chairmen, and the result will be published in the bulletin for the information of all concerned.

Faternally yours,

D. B. ROBERTSON.

Reference has been made to several railroads on which notices of a wage reduction were served on representatives of our Brotherhood but on which the managements declined to authorize the Carriers' Joint Conference Committee to represent them in the national handling of the question. On practically all such roads, however, agreements were reached between the managements and our general grievance committees to the effect that they would adopt any settlement which resulted from the national handling.

In order that all concerned might have information regarding the status of the situation the following circular letter was addressed to recording secretaries of all lodges in the United States:

Cleveland, Ohio, September 28, 1938.

To Recording Secretaries of All
Lodges, B. L. F. & E., in the United States.

Sirs and Brothers:

Please see that the following information is given general publicity among our members and others involved in the movement to reduce wages inaugurated by the railroads.

A canvass of the strike vote of the eighteen cooperating railroad labor organizations showed an overwhelming majority in favor of a strike in the event the railroad managements were unwilling to withdraw their request for reduction in rates of pay, arbitraries, and allowances. The duly authorized committees and officers voted under their respective laws to fix the effective date of the strike at six o'clock P. M., September 30, 1938. When this information was conveyed to the National Mediation Board at Washington, the President acting under Section 10 of the Railway Labor Act, issued a proclamation declaring the existence of an emergency, and appointed an emergency board to investigate and report respecting the wage dispute. In view of this development it became necessary to hold the strike in abeyance and action to this effect was taken by the eighteen cooperating railroad labor organizations.

Instructions for conducting the strike were placed in the hands of the general chairmen at Chicago with the understanding that they would distribute such instructions among their respective local chairmen. When it became necessary to hold the strike in abeyance, instructions to this effect were also given to general chairmen with the understanding that they would pass such information on to their respective local chairmen.

As a matter of record and information to the members of all local lodges in the United States, I enclose herewith circular letter of instructions dated September 26th and circular dated September 27th advising that the strike is held in abeyance.

Faternally yours,

D. B. ROBERTSON.

Copy to:
All Grand Lodge Officers.

In connection with this matter a pamphlet consisting of 28 pages and entitled "The Wages of Railroad Labor — 1938" was published by the Railway Labor Executives' Association¹. This pamphlet was issued for the purpose of placing the true facts concerning the wages of railroad employes before the public. 150,000 copies of this pamphlet were printed and given wide distribution by representatives of the organizations affiliated with the Railway Labor Executives' Association. Ten copies were forwarded to each general and local chairman and to the recording secretary of every lodge of the B. L. F. & E. in the United States with the following letter briefly describing the information contained in this pamphlet and the reasons for publishing it:

Cleveland, Ohio, September 28, 1938.

To All General Chairmen,
Local Chairmen, and Recording Secretaries
of Lodges, B. L. F. & E., in the United States.

Sirs and Brothers:

You are doubtless familiar with the propaganda which has been distributed throughout the country by the railroads in an effort to influence public opinion in support of a reduction in the wages of railway employes. The Railway Labor Executives' Association, representing eighteen of the labor organizations involved in the wage dispute, decided to place before the public the facts concerning the wages of railroad labor, and to this end have prepared a pamphlet entitled, "The Wages of Railroad Labor—1938."

One hundred and fifty thousand copies of this pamphlet have been printed and are being distributed by the eighteen cooperating railroad labor organizations. Our Brotherhood is distributing about 30,000 copies, and one of the purposes of this letter is to advise general chairmen, local chairmen, and recording secretaries of lodges in the United States that I am mailing to each of them under separate cover ten copies of the pamphlet referred to. This pamphlet, while of considerable interest to railway employes, should be given as wide circulation as possible among business and professional men, including the clergy.

The facts set forth in this pamphlet show that, contrary to the propaganda distributed by the railroads, the wages of railroad employes are not high but are lower than the wages paid to men in many other industries.

The facts further show that wages of railway employes have been increased to the extent of only 1¢ per hour since 1920, or during the last eighteen years. The claim that railroad wages are and have been an unreasonable drain on the railroad industry is clearly discredited and some of the "real causes" of the railroad problem are pointed out.

Reference is also made to the general improvement industry is now experiencing, including the railroad industry. Carloadings and operating revenues are discussed and it is pointed out that a wage reduction in the railroad industry at this time might easily reverse the present trend in business and start us into another business "tail-spin."

Please see that the pamphlets I am sending you under separate cover are given early distribution. In view of the fact that representatives of the other cooperating railway labor organizations are also distributing this pamphlet, it is suggested that you cooperate with them to avoid duplication and to obtain the most effective results.

Fraternally yours,

D. B. ROBERTSON.

As already indicated herein, arrangements were made for hearings to commence before the Emergency Board in Washington, D. C., on September 30th. The Railway Labor Executives' Association accordingly convened in Washington on that date and made appearance at the Caucus Room in the House Office Building where the following named members of the Emergency Board commenced hearings at 10 A. M.:

Walter P. Stacy, Chairman,
Chief Justice of the Supreme Court of North Carolina;

James McCauley Landis,
Dean of Harvard Law School;

Harry Alvin Millis,
Prof. of Economics of University of Chicago.

¹Appendix G.

officially advising you concerning the latest developments and to furnish you with certain official records which you should have in your possession.

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You will please see that the members of your general grievance committee are advised accordingly. Copies of circulars that can be used for this purpose are enclosed herewith.

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Walter P. Stacy, Chairman,
Chief Justice of the Supreme Court of North Carolina;
James McCauley Landis,
Dean of Harvard Law School;
Harry Alvin Millis,
Prof. of Economics of University of Chicago.

¹Appendix G.

As already indicated herein, the Brotherhood of Railroad Trainmen, which is not affiliated with the Railway Labor Executives' Association, conducted separate conferences with the respective managements and with the Carriers' Joint Conference Committee. During the mediation proceedings the National Mediation Board also met the representatives of the B. R. T. in conferences separate from those conducted with the Railway Labor Executives' Association. It was announced by the chairman of the Emergency Board, however, that only one hearing would be conducted by that Board, as it appeared clear that the situation constituted but one emergency. Therefore, representatives of the Brotherhood of Railroad Trainmen also appeared at the hearings before the Emergency Board in Washington at 10:00 A. M. on September 30th.

After announcing the purpose of the hearings, Chairman Stacy recognized Attorney Fort, who made the opening statement on behalf of the railroads¹. He was followed by Attorney Chas. M. Hay, representing the Railway Labor Executives' Association, who, in his opening statement, analyzed the evidence and testimony which would be submitted in support of the position taken by the eighteen co-operating organizations.² On the morning of the second day Attorney Tom Davis, representing the Brotherhood of Railroad Trainmen, made an opening statement on behalf of that organization.³

After introducing Dr. Julius H. Parmelee, Director of the Bureau of Railway Economics of the Association of American Railroads, as the first railroad witness, Attorney Fort, Counsel for the carriers, offered as Carriers' Exhibit No. 1, a copy of the President's railroad message to the last Congress, transmitting his recommendations of means of immediate relief for the railroads as published in House Document No. 583. The so-called Splawn Report, which was filed with the President by a committee consisting of Interstate Commerce Commissioners Splawn, Eastman and Mahaffie, following a series of White House conferences in March, 1938, was attached as an appendix to that document.⁴ The report which repeatedly emphasized the depressed traffic and earnings situation of the railways during the early part of 1938 was discussed at length by Dr. Parmelee. Twenty-six additional exhibits were offered for the purpose of showing the financial condition of the railroads and the trend thereof over a period of years. These exhibits were also discussed in detail by Dr. Parmelee.

During the course of examination of Dr. Parmelee reference was made to "the little grey book," which had been published and given wide distribution by the railroads and to which reference has previously been made, whereupon Attorney Fort offered that document as Carriers' Exhibit No. 28 ("Railroads and Railroad Wages, 1938").

The second witness who testified for the railroads was Vice President A. F. Cleveland, in charge of the Traffic Department of the Association of American Railroads. Mr. Cleveland discussed a series of exhibits (Exhibits Nos. 29 to 39), designed to show how the depression, changes in industrial practices and the competition of other forms of transportation have adversely affected railroad traffic.

Mr. Cleveland was followed on the witness stand by J. Elmer Monroe, Statistician for the Bureau of Railway Economics, who testified regarding the average wages of railroad employes. Mr. Monroe also criticised labor's use of the Railroad Retirement Board's figures showing an average annual wage of \$1,115 for railway employes. Carriers' Exhibits Nos. 41 to 49 were offered in connection with Mr. Monroe's testimony.

The next witness introduced by the carriers was Dr. Willford I. King, Professor of Economics, New York University School of Commerce. Carriers' Exhibits Nos. 58 to 78 were offered in connection with his testimony. The evidence submitted by Dr. King covering the cost of living and wages of railway employes and other groups developed considerable discussion of the subject of so-called "real wages."

¹Appendix H.

²Appendix I.

³Appendix J.

⁴Comments of the Railway Labor Executives' Association on the so-called "Splawn Report" are contained in a communication addressed to the President of the United States which is reproduced commencing on Page 9 of this report.

Mr. R. J. Littlefield, Superintendent of Motor Service for the Pennsylvania Railroad testified with respect to higher competition and the efforts of the railroads to combat it. Carriers' Exhibits Nos. 79 to 81 were offered in connection with his testimony.

The following railroad officials were then introduced and testified in support of the carriers' case:

M. W. Clement, President,
Pennsylvania Railroad.

F. W. Williamson, President,
New York Central Railroad.

Henry A. Scandrett, Trustee,
Chicago, Milwaukee, St. Paul & Pacific R. R.

Hale Holden, Chairman,
Southern Pacific Railroad.

Ernest E. Norris, President,
Southern Railway.

Chas. Donnelly, President,
Northern Pacific Railway.

The testimony of President Clement, who was the first railroad president to be introduced, was summarized by Chairman Stacy, as follows:

"THE CHAIRMAN: Mr. Clement, let me see if I can state your testimony in a sentence. If I can, then I have understood what you have said.

"As I get your testimony before us, the management of the railroads, those men responsible for its running, considering all of the circumstances, the interest of the institution and the men as well, have come to the conclusion that in the present crisis, this is the best thing to be done?

"THE WITNESS: Yes sir.

"THE CHAIRMAN: That is your position.

"THE WITNESS: Yes sir.

"THE CHAIRMAN: Then I understand you."

President Donnelly, who was the last railroad president to testify on behalf of the railroads, concluded with the following remarks:

"I was struck very much with the question which Chief Justice Stacy asked Mr. Clement at the close of his testimony the other day, and I had it transcribed from the record. It reads as follows:

'As I get your testimony before us, the management of the railroad, those men responsible for its running, considering all of the circumstances, the interest of the institution and the men as well, have come to the conclusion that in the present crisis this is the best thing to be done?'

"That, in my judgment, epitomizes the whole case. Mr. Clement assented to it and I assent to it, without any qualification."

Witness Monroe was recalled to the witness stand by the carriers for the purpose of answering certain questions asked by Dean Landis, member of the Emergency Board, with respect to the effect of land grants upon the revenues of the carriers.

Chairman H. A. Enochs of the Carriers' Joint Conference Committee, and Chief of Personnel of the Pennsylvania Railroad, was introduced as the last witness by the carriers in connection with their direct presentation. Mr. Enochs reviewed the developments in connection with this controversy. Exhibits Nos. 106 to 122, containing a copy of the notice of May 12, 1938, to reduce wages fifteen per cent and all correspondence upon this subject exchanged between the Carriers' Joint Conference Committee and the representatives of the railway labor organizations, including the National Mediation Board, were offered as Exhibits in connection with the testimony of Mr. Enochs.

The National Mediation Agreement signed at Washington, D. C., on August 5, 1937, which provided an increase of 5c per hour effective August 1, 1937, for the non-operating groups, was also offered as Exhibit No. 123 and the National Mediation Agreement signed at Chicago, Illinois, October 3, 1937, which provided an increase of 44c per day for employes engaged in engine, train and yard service effective October 1, 1937, was offered as Exhibit No. 124.

During the examination of the railroad presidents, to which reference has been made, the members of the Board endeavored to obtain information regarding the manner in which the conclusion was reached that a movement should be inaugurated for the purpose of securing a reduction of 15% in wages. The testimony submitted by the railroad presidents simply indicated that in their opinion it was "the best thing to do." However, during the examination of Mr. Enochs the fact was developed that the Carriers' Joint Conference Committee, to which Mr. Enochs referred as the "deck hands", first brought the recommendation into a Chicago meeting of the representatives of the roads, members of the A. A. R., in March, 1938. He then testified with respect to the subsequent conferences which were conducted between representatives of the Association of American Railroads and the chief executives of the railroad labor organizations in Washington for the purpose of examining the economic condition of the railroads and looking into a plan of relief, to which reference has been made herein, and concluded his remarks by stating "that's when the fifteen per cent reduction was inaugurated."

Having introduced one hundred and twenty-four Exhibits, supplemented by the testimony of the witnesses, the carriers closed their direct testimony at 4:30 P. M., Friday, October 7, and the eighteen co-operating labor organizations, represented by the Railway Labor Executives' Association, began the presentation of their side of the case at 10 A. M., Saturday, October 8, 1938.

President B. M. Jewell of the Railway Employees' Department, American Federation of Labor, was the first witness called by the Railway Labor Executives' Association. Employees' Exhibit No. 1, covering development of the wage structure of the various railway schedules, with particular reference to the period from 1920 to date, was introduced and discussed in detail by President Jewell. Brief reference was also made to the development of the wage structure prior to 1920. Employees' Exhibit No. 2, containing data furnished by the Railroad Retirement Board, showing the total number of employes and the wages received, and broken down by months and classified according to occupation, was also offered in evidence and discussed by President Jewell. The information contained in Employees' Exhibit No. 2, showed that the average annual wage of railroad employes during the year 1937 was only \$1,115.

Dr. Horace A. Bacus, Research Director for the Brotherhood of Railway and Steamship Clerks, was the next witness introduced by the Railway Labor Executives' Association. Employees' Exhibits Nos. 3 and 4, covering the average hourly earnings of railway employes from 1920 to June, 1938, and the actual employment and compensation of railroad employes, excluding executives and officials from 1920 to 1937, were introduced and explained in detail by Dr. Bacus.

The next witness was L. E. Keller, Director of Statistics and Research Work for the Brotherhood of Maintenance of Way Employes. The testimony of Brother Keller substantiated the testimony submitted by President Jewell and covered in a general way the facts and conditions that entitle a man to be considered as being attached to the railroad industry.

David Kaplan, Director of Research for the International Association of Machinists, was then introduced for the purpose of rebutting testimony introduced for the carriers by Dr. King, concerning changes in the cost of living and the wages of railway employes and employes in other industries. Employees' Exhibits Nos. 5 to 9 were offered in connection with the testimony of Brother Kaplan.

Brother Keller was then recalled to the witness stand. He testified regarding the subject of the relative responsibilities assumed and the service performed by employes in the railroad industry from 1920 to 1927. Employees' Exhibit No. 10, showing the increasing output per worker and the decreasing wage cost per unit of output, was offered and explained in detail by Brother Keller.

Witness David Kaplan was recalled for further testimony and Exhibits covering the following subjects were introduced and discussed in detail during his testimony:

Employees' Exhibit No. 11. Average Hourly Earnings in Railroad and Other Industries—A Comparison of Trends.

Employees' Exhibit No. 12. Average Hours Earnings in Railroad and Other Selected Industries—A Comparison of Current Levels.

Employees' Exhibit No. 13. Wage Rates of Mechanics, Helpers, Laborers and Other Employees—A Comparison of Wage Rates for Similar Occupation in the Railroad Building, Constructions and Government Industries.

Employees' Exhibit No. 14. A Year of Wage Increases—A Study of the Rising Wage Movement October, 1936, to October, 1937.

Employees' Exhibit No. 15. Maintaining the Wage Level—A Study of Wage Rate Increases and Decreases January, 1936, to July, 1938.

Dr. W. Jett Lauck, an outstanding economist from Washington, D. C., was the next witness introduced by the Railway Labor Executives' Association. A number of exhibits designed to show the excess capitalization of representative railroads as a result of stocks, bonuses and dividends paid thereon, had been prepared by Dr. Lauck for submission to the Emergency Board in connection with this case. Counsel for the railroads, however, objected to the introduction of the evidence and a lengthy argument ensued between counsel for both sides. Finally a number of the exhibits were introduced while others were excluded, following which Dr. Lauck testified at length concerning the railroads' financial condition and corporate methods, referring particularly to the effect of these methods upon the operating performance of the industry and the extent to which these methods have contributed to the present state of the industry.

The following Exhibits were offered and discussed in detail by Dr. Lauck:

Employees' Exhibit No. 52. Concentration of Financial Control of the Railroads—Domination of the Banking Houses, Their Influence Upon Security Issues, and Corporation Executives and Policies.

Employees' Exhibit No. 53. Dividends Class I Railroads, 1920-1937.

Employees' Exhibit No. 54. Selected Statistics of Class I Railway Companies 1921-1931, Containing Balance Sheet Items, Income and Profit and Loss Items and Dividend Items.

Employees' Exhibit No. 55. Selected Statistics of Class I Railway Companies 1932-1937, Containing Balance Sheet Items and Dividend Items.

Brother L. E. Keller was then recalled to the witness stand and testified further with respect to an analysis which he had made of the Railroad Retirement Board study showing the average annual wages of railway workers, with particular reference to the subject of casual employees or casual laborers not considered as being attached to the industry.

At this point in the proceedings counsel for the carriers introduced four Exhibits showing the locomotives in storage and those serviceable on the New York Central Railroad for 1920 to 1938. A statement showing the number of cars was similarly covered, and the total pay roll for 1937 of a number of individual railroads, with information showing the result of a fifteen per cent reduction in such pay rolls was also introduced. One of these Exhibits also showed the number of employees at the middle of the month of June, 1929, and the middle of the month of June of each year 1929 to 1938, divided by the reporting classes. These Exhibits were designated as Carriers' Exhibits Nos. 125 to 128.

The next witness called on behalf of the Railway Labor Executives' Association was Monsignor John A. Ryan, Professor of Social Ethics, Catholic University, Washington, D. C. Monsignor Ryan had pre-

viously reviewed the opening statements of counsel representing all of the parties, the Exhibits offered in evidence by the carriers, and the transcript of the testimony by Dr. King, who testified for the carriers. On the situation as thus presented Monsignor Ryan expressed in clear and effective manner his views as an economist, with particular reference (1) to the principles involved in the present wage controversy and (2) the relation of the wage cut proposal to the national economy and the present national recovery policy. All argument which he made against the proposed wage reduction was mainly ethical. (Monsignor Ryan's remarks in this connection are reproduced in Appendix K.)

President Geo. M. Harrison of the Brotherhood of Railway and Steamship Clerks and Chairman of the Railway Labor Executives' Association, was the next witness called on behalf of the eighteen cooperating railway labor organizations. Thirty-four Exhibits were introduced in connection with his testimony and he covered in great detail the position of the employees represented by the Railway Labor Executives' Association in this controversy. His testimony not only covered primarily many angles of the position taken by the railway employees but rebutted many of the Exhibits introduced by the carrier witnesses. A significant part of his testimony included a proposed plan for the rehabilitation of the railroads, in which he stated that the Railway Labor Executives' Association would cooperate if the proposal to reduce wages was withdrawn. This plan is summarized as follows:

1. All forms of transportation on land, water and in the air should be subjected to substantially the same character of federal regulation.
2. Regulations should be consolidated under unified control in an agency to be set up in the federal government which might be called a Transportation Board.
3. Railroads are best qualified to haul heavier long-distance traffic while the highway vehicle is better qualified to meet the needs for lighter, short-distance traffic.
4. Railroads must adopt new methods of service by operating light and high-speed equipment making possible more frequent units of transportation.
5. The government can make available new capital at low interest rates to permit railroads to modernize their plant in this direction.
- 6 Interstate Commerce Commission should have authority to fix a rate base that would work in prosperous as well as lean times.
7. Railroads should be required by law to accumulate a reserve or surplus fund in liquid assets equivalent to three times the annual fixed charge before being permitted to pay dividends.
8. Payment of dividends should be restricted to some reasonable figure, and the surplus used to retire funded debt after permitting necessary additions and betterments, depreciation and retirement charges.
9. Powers of the I. C. C. to approve issuance of funded debt should be restricted so that it could not approve an issue exceeding 40% of the value of the property as fixed by the I. C. C. for rate-making purposes.
10. Financial reorganization might be voluntary for a period of 10 years after which reorganization would be compelled by law.
11. Some consolidations may have to be made in the public interest, but should be permitted only after special investigation by the I. C. C. Economies resulting from such consolidations should provide amply for fair and equitable treatment of labor.
12. The federal government might lend funds for short-term purposes to effect temporary relief for roads in need, but only on condition that other things will be done as part of the general rehabilitation program for the industry.

In conclusion Chairman Harrison introduced a telegram received from President William Green of the American Federation of Labor giving full and complete assurance of support to Railway Labor organizations in their efforts to resist the imposition of a wage reduction upon the railroad workers of the nation. The telegram gave further assurance of the support of the officers and delegates in attendance at the 58th Annual Convention of the American Federation of Labor, at Houston, Texas, to the full extent of their resources in the event railway employees were compelled to engage in a strike against any attempt which may be made to force the railroad workers of the Nation to accept any reduction in wages.

This telegram and the acknowledgment of same by the Railway Labor Executives' Association was offered as Employees' Exhibit No. 90.

Employees' Witness David Kaplan was again recalled to the stand and testified concerning field services of the Navy and Marine Corps, the actual hourly rates of pay in labor, helper and mechanical classes. An exhibit covering the excess cost of construction and repair of railroad equipment through the contracting of such work to outside industries during the period immediately following the return of railroads from federal to private control, was also offered as Employees' Exhibit No. 91.

At this point President A. F. Whitney of the Brotherhood of Railroad Trainmen was called by Attorney Tom Davis, who acted as counsel for the B. R. T. Trainmen's Exhibit No. 1, consisting of a 482 page book, entitled, "Main Street—Not Wall Street," and Trainmen's Exhibit No. 2, in the nature of an article appearing under the caption, "Railroad Bonds and Life Insurance," in the July, 1938, issue of "Bests Life News," were introduced and explained.

Senator Burton K. Wheeler of Montana, Chairman of the Senate Committee on Interstate Commerce, was called as a witness by the Railway Labor Executives' Association and testified to the effect that the railroad industry as a whole could save at least one million dollars a year if the wastes and losses in that industry were eliminated. (A summary of the testimony of Senator Wheeler, with the examples presented by him illustrating wastes and losses in the industry, is contained in Appendix L.)

Senator Harry S. Truman of Missouri, also a member of the Senate Committee on Interstate Commerce, was then introduced as a witness on behalf of the Railway Labor Executives' Association. Senator Truman told the Board how disappointed he was when the management of the railroads injected the issue of wages into the plans that were being worked out for the rehabilitation of the carriers, and expressed the opinion that the difficulty with the railroads is one of long standing and came about through banker management. He also expressed the opinion that railroad management "is living in 1893 instead of 1938."

At this point a letter from Senator Robert M. Wagner of New York was introduced in the record by the Chairman of the Emergency Board. Senator Wagner's communication voiced strong opposition against a wage cut and pointed out the effect upon the general economy of the country if the purchasing power of railway employees was reduced as a result of a reduction in wages. (Reproduced in Appendix M.)

The direct testimony of the employees was concluded on the afternoon of October 1, following which the carriers began their rebuttal testimony. Carrier Witness, Ray Welsh, Chief Examiner of the Association of Western Railways, introduced evidence showing localities in which sectionmen live and the population of such localities.

C. D. Mackay, Assistant Vice President of the Southern Railway, testified with respect to reporting classifications of employees of the I. C. C. and expressed an opinion with respect to the grouping of skilled and unskilled labor.

Carrier Witness, Dr. Julius H. Parmelee, was recalled and testified at length in rebuttal of certain Exhibits introduced by the Railway Labor Executives' Association.

John J. Pelley, President of the Association of American Railroads, was introduced and endeavored to make a very detailed reply to Senator Wheeler on the latter's list of examples of "preventable wastes." The cross examination of Mr. Pelley, which was conducted by counsel for the Railway Labor Executives and Attorney Max Lowenthal, counsel for the Senate Subcommittee which conducted the so-called Wheeler investigation of railroad finances, developed the fact that Mr. Pelley was not familiar with the record of the Wheeler investigation, notwithstanding his testimony to the effect that the evidence submitted by Senator Wheeler was without foundation in fact. A press release by Senator Wheeler commenting on the railroad situation, with particular reference to the testimony of Mr. Pelley, created considerable interest. (It appears in Appendix N.)

Witness L. E. Keller and Witness David Kaplan were recalled to the witness stand by the Railway Labor Executives' Association, and submitted testimony in surrebuttal to that introduced by Witness C. D. Mackay regarding the question of skilled and unskilled workers.

In connection with this case one hundred and thirty-three Exhibits were introduced by the carriers and ninety-nine Exhibits (thirty-five of which were not accepted in evidence) were introduced by the Railway Labor Executives' Association. Two Exhibits were introduced by the Brotherhood of Railroad Trainmen. Six joint exhibits, in the nature of statements setting forth the railroads and the employees involved in this dispute, were also introduced. The transcript of proceedings consisted of 3,636 pages.

The submission of evidence and the hearing of testimony before the Board in connection with the case was concluded on Saturday, October 15, 1938.

On Monday, October 17, Attorney S. S. Alderman began the closing argument on behalf of the carriers. He consumed approximately two hours in analyzing the various Exhibits and testimony introduced by both sides. A 167-page printed "Brief on Behalf of the Carriers", supplemented by ten appendices in the nature of so-called "key exhibits" introduced by the carriers in this case was filed with the Board by Attorney Alderman. (Comments on this Brief by Attorney Hay, in behalf of the Railway Labor Executives' Associations, appear in Appendix O.) Attorney Ray T. Miller, counsel for the Brotherhood of Locomotive Engineers, consumed about twenty minutes in a brief closing argument in support of the evidence introduced by the employees and was followed by Attorney Chas. M. Hay, counsel for the Railway Labor Executives' Association, who made the chief closing argument for the 18 cooperating organizations. (Appendix P.)

Attorney Tom Davis, counsel for the Brotherhood of Railroad Trainmen, consumed approximately one hour in closing argument in behalf of that organization and he was followed by J. Carter Fort, who made the final argument on behalf of the carriers.

The hearings concluded at 5:55 P. M., Monday, October 17, 1938, with the following remarks by Chairman Stacy:

"Perhaps it is unnecessary to restate the reasons why this Board is here. They have already been enumerated in the record.

"I would like to express to the parties on both sides the appreciation which is ours of the help that you have rendered us in understanding the problem which is before us. Perhaps, for the record, I should say that we have received a number of letters, telegrams, resolutions and communications, and offers of additional evidence. The exigencies of the time limit, however, will not permit further extension of the evidence in this case. If we had further time it would, of course, be a pleasure for us to hear those who wish to present further testimony, or to have extended the time for you gentlemen to have presented your case.

"A few letters seemed to be cynical in character. Perhaps they deserve no further notice than to say that the cynic doesn't count,— the man who knows not and knows not that he knows not, the man who points out where the strong men stumbled and where the doer of deeds might have done them better when he himself knows neither victory nor defeat.

"The credit belongs to the man who is in the arena, whose face is marred with dust and sweat and blood, who knows the deep emotions and the high enthusiasms, who risks all that he may win a competence for himself and those depending upon him.

"And it is agreed that the time has come in this country when the man who earns his daily bread by the use of his arm or by the cunning of his hand, whether on the farm, in factory or the shop, is to enjoy a larger share of the profits of his toil. But what is said in respect of profits may not apply in the case of deficits. The two are not the same.

"There are in this case certain conflicting equities. If that were not so you men, strong men that you are, would not be here debating the issue. Perhaps it comes from undertaking to use one yardstick, when another should be applied. For example, one may be interested in the purchasing power of eggs and under normal conditions it is desirable that the purchasing power of eggs shall be high. But if one's chickens fall sick, it may be necessary for the time being to turn your attention to the health of your chickens. However, that is venturing upon the merits of the case and it is not now desirable to express any opinion upon the subject.

"Just one other point. During the hearings perhaps I have been guilty of some levity or some humor, so-called. The only purpose of that was to break the strain at the time. I think you all understand that the members of this Board are accustomed to dealing with serious questions in a serious way. In that spirit we approach this problem and if we can feel the rock beneath our feet, there we shall stand, come what may, storm or sunshine, night or day.

"So, gentlemen, we come to the end of the evidence in the case. We thank you again for giving us the information which you have. We will now undertake to digest it and discharge the obligations that devolve upon us as best we may."

While the time limit within which the report of the Emergency Board should be filed with the President was October 27, 1938, a forty-eight hour extension was approved by the President, after representatives of the carriers and labor had agreed not to dispute the delay.

On October 29, 1938, the Board transmitted its report to the President and it was immediately made public. (This report is reproduced in full in Appendix Q.) The findings and conclusions of the Board, as contained in its report, are summarized as follows:

1. The wages of Railway Labor are not high even as compared with wages in other comparable industries.
2. A horizontal reduction of wages on a national scale would not meet the financial emergency of the industry, since the savings would not be distributed merely to the needy roads.
3. A wage reduction in the railroad industry would run counter to the trend of wage rates in industry generally.
4. The financial distress of the carriers which has obtained since October, 1937, when the last wage increases were granted, is as yet a short-term situation. As such, it cannot be regarded as grounds for a wage reduction, especially in view of present indications of an improvement in the business of the carriers.
5. In the light of these findings, the Board concludes that the proposal of the carriers for a reduction of the wages of railway labor should not be pressed and recommends that the carriers withdraw and cancel the notices which would put such a reduction into operation as of December 1, 1938.

The background, intelligence and high integrity of the members of the Emergency Board, are generally recognized. An analysis of the report indicates clearly that the Board regarded its task with great seriousness and impartiality.

The conflicting data, interpretations thereof, and arguments heard by the Board during the fifteen days of hearing, required superb ability to have handled the dispute and to report thereon within the severe time limit of section 10 of the Railway Labor Act. The report is more than a finding of the facts. Some of the statements, which the Board took out of the heart of the controversy, are not only realistic but constructive. There was not a lack of clarity in its suggestions. They were so well defined that they could not leave doubt in the minds of either party to the controversy,—employers or employes—as to what the Board conveyed to the President and the public. The whole tenor of the report leaves the impression that conciliation and not conflict should follow in the future.

The report rather succinctly described the background of the controversy, — that efforts at settlement and mediation were unavailing. It gave the issue presented by the proceeding and used the following language:

The ultimate issue in this proceeding, the carriers contend, is whether under all the facts and circumstances involved the carriers' wage deduction is reasonable and justified.

The report then followed with this statement:

The issue is what, under all the facts and circumstances involved, would be a fair and reasonable disposition of the pending wage controversy, with due regard to the condition, necessities and rights of both the carriers and their employees.

It was strictly in the light of such well defined issue that the Board made its findings and recommendations to the President.

The report clearly related the historical background of wage movements and wage controversies in the railroad industry,—that they had been a matter of Federal concern for fifty years up to the time following 1929 when the procedure seemed to be established nationally through conferences between officials of the carriers and officials of the standard railway labor organizations. While the report summarized this history, it was a sufficient picture of the background setting of the dispute which they were appointed to consider.

Throughout the fifteen days of hearings, Board members asked questions, particularly of management representatives, in order to get some clear understanding in their own minds concerning the initiation of the movement which led to a determination by management to serve notices for a fifteen per cent reduction. It is apparent that the Board was still in doubt respecting this matter, for it stated in its recitation of the case:

The record leaves some doubt as to where and when the present movement of the carriers to reduce wages by fifteen per cent arose.

In the Board's opinion, in answer to this "doubt", it made the following observation:

* * * that hardly more important problems face management today than the handling of their relationships with labor. Their solution along fundamentally sound and equitable lines demands the best effort and the best talent that management and men can give. The testimony in this case with regard to the pursuit of penetrating and thoughtful inquiry by the highest executive officials in the railroads prior to concluding to press the present proposal for wage reductions, has not been impressive. The burden of sustaining a proposal to increase or decrease wages naturally rests upon those who initiate it.

The report apparently justified the employees in their effort to offer cooperation in finding a solution to the railroad problem, without a wage reduction, by reciting the effort that was made prior to the serving of notices on May 12, 1938. It referred to the general meeting of the member roads of the Association of American Railroads, held on March 18, 1938, and stated in full the resolution passed at that meeting:

"RESOLVED, That a conference be held by representatives of the railroads with representatives of the labor organizations, as was done 6 years ago, with the understanding that in view of the grave emergency and the disappointing decision in the rate case, labor will be asked to meet the railroad representatives for the purpose of examining the economic condition of the railroads in an effort to find and agree upon some plan for relief."

It also stated:

Pursuant to this resolution a committee of railroad presidents conferred with executives of the railway labor organizations in Washington. The latter, though willing to cooperate in many respects with the carriers in presenting a relief program to Congress, were adamant in their refusal to consent to a reduction in wages.

A further meeting of the carriers' joint conference committee and the presidents of the railroads was held in Chicago toward the latter part of April, at which the determination was reached to reduce wages generally by 15 per cent.

The Board very fairly sketched the events which led up to the appointment of the Emergency Board.

The Board's report fairly presented the condition of the railroads, and rather realistically referred to the competition of various forms of transportation by stating:

It is, of course, impossible to predict the future trend of this diversion of traffic save to recognize that active efforts will have to be made by the roads to hold even their present share of the Nation's traffic to the rails.

It discussed at some length the financial problem of the modernization of equipment, and suggested that:

Traffic, to hold it to the rails, must be handled at less cost and with greater expedition.

It stated that there is a great need for new equipment:

Only 5.6 per cent of all freight locomotives in service on December 31, 1936, were less than 10 years old, 20.3 per cent were between 10 and 17 years old, and almost three-fourths, or 74.1 per cent, were over 17 years old. A similar situation exists with reference to switching locomotives, where replacement by Diesel power seems particularly desirable.

With relation to the funded indebtedness and the problem that it presents, the report said:

Generally speaking, it has been said that, though a decline in total funded indebtedness has been evident during the past 17 years, fixed charges "have continued to be a formidable menace in times of depression".

It very fairly continued:

A solution of the fixed-charge problem—particularly as it affects an industry whose gross revenues have contracted, whose original noncompetitive position is increasingly threatened by the rise of new means of transportation, and whose revenues fall so severely with declines in general indices of business activity—requires the type of probing consideration that has yet to be given to it. Some hope for the revision of the industry's capital structures was held at the time of the enactment of section 77 of the Bankruptcy Act. Reorganizations have, however, failed to eventuate primarily, due to an inability to find levels for prospective earning power upon which those compromises which underlie corporate reorganization can be based. But reorganization, soon or late, must come to pass. A failure on the part of security holders to recognize losses that have irrevocably occurred will not bring values back to their expectations. Some mechanism more powerful than that now present in section 77, or other similar laws, is essential to effect better bases for compromise.

This recommendation should certainly bring fruit in the considerations of the next Congress, relating to the railroad problem.

The Board's interpretation of the facts concerning the financial condition of the railroads apparently yielded to some degree to the arguments placed before it by the employees; and expressed the opinion that in such crises the shock should be absorbed by capital and not by labor, for its report gave two answers to such a proposition:

The first is that the lean years since 1930 reflect not only years of reduced business activity but declines in operating revenue of a somewhat permanent nature. To that situation the carriers will need to adjust themselves by means more heroic than wage reductions. The fact that fixed charges from 1932 through 1937 industry-wise were earned only 1.03 times, and in 1936 and 1937 were earned only 1.25 times and 1.15 times, respectively, gives some indication of the need that exists for adjustment on the part of capital.

Some adjustments are now taking place through the processes of reorganization. The unusual percentage of carriers now in receivership or trusteeship thus need not necessarily disturb one. It may, indeed, be desirable from a broad standpoint that that percentage should increase, provided only that the processes of reorganization will result in real and not make-shift readjustments. No sacrifices of note need be asked for to preserve values that already have been long dead and whose burial is now merely a matter of the proper amenities of finance.

The second answer, in our judgment, goes to the root of the present proposal. The particular implement chosen by the carriers seems ill adapted to meet their needs. Figures have been given before illustrating the distributable shares of groups of carriers in the estimated \$250,000,000 savings that the proposed wage reduction would bring about. Eight roads, it will be remembered, which can fairly be regarded as roads hardly entitled to consider themselves in acute distress, would take some 36.9 per cent of these savings, while more than half of the \$250,000,000 would go to roads whose claim to present acute distress is not too easy to sustain. Weight might attend the claim of the carriers that railway labor make some sacrifice for the benefit of the industry as a whole, but little logic attends their insistence that because road A is in distress, labor employed by road B, which can make no such claim, should give up a portion of its wages, not to help road A, but to help road B. The inequity of reducing wages on a national scale, when the railroads are operated on a number of lesser scales, is obvious. That inequity persists whether a proposal for wage reduction on a horizontal scale be upon the basis of 15 per cent or on a greater or lesser percentage.

It must, of course, be recognized that because of the standardization of the wages of railway labor, differentiations in rates between strong roads and weak roads is not a feasible solution. That method of approach has, as has been noted before, been foreclosed by the decisions of a number of emergency boards. But the ingenuity of railway management ought to be such as to be capable of devising ways and means, with or without the assistance of government, to distribute savings to be accrued from reductions in the wages of railway labor in conformance with the necessitous needs of the carriers when the very basis of the plea for wage reductions founds itself upon necessity.

It was manifestly a plea for greater study by management before they embarked on a wage reduction movement.

The Board also explored quite thoroughly the question of inability to pay without sacrifices to ownership, and based their reasoning on the level of wages of railroad labor as compared with such levels in other industries, and declared the conclusion:

* * * that the level of wages of railway labor is not high when compared with wage levels in other industries. Nor do wage trends show that railway wages have advanced proportionately greater than wages in other industries. Instead they seem to show a slight lag, though, on the other hand, they show greater resistance to decline than wages in other industries. Furthermore, no justification arises for a wage reduction from the current wage situation in other industries. There, no general movement to reduce wages has made its appearance. These considerations lead us to the conclusion that the carriers' proposal can derive no sustenance from the contention that railway wages as a whole are too high.

The Board did not accept the weekly, monthly or annual bases of wages in the railroad industry as compared with other industries, since it did not reflect to them as accurate a picture for comparison as the hourly basis of wages, and stated:

The Board places main reliance upon average hourly earnings when drawing conclusions concerning trends and comparative levels of pay.

Relating to this particular phase of the subject and to the wide diversity in the classes of employment in the industry, and respecting unemployment connected therewith, the Board had this concluding observation to make:

* * * that more than in most industries such unemployment as is experienced in the railroad industry appears to be rather unevenly spread among workers within a classification and among workers in different classifications of the service. The first of these is, of course, connected with the matter of seniority which is an accepted and unquestioned practice. The other is due to the nature of the work and to the opportunities or lack of opportunity for the carriers to make economies, circumstanced as they are financially. It so happens that the sacrifice of work opportunities, generally speaking, is greater for the men in the lower than for those in the higher pay brackets.

The report departed from its argument with respect to whether the "shock of short crises should be absorbed by capital and not by labor" in one of its concluding paragraphs. In this respect the report stated:

We have thus far dealt with the problem from the standpoint that the carriers' inability to pay is characterized by a short-term aspect. To date it is so. The employees emphasize the fact that an upturn in the volume of business has already taken place. While carloadings are still below 1937 levels, there is hope that within a reasonable period further substantial increases in carloadings will take place. Furthermore, because of the rate increases granted last March by the Interstate Commerce Commission, a volume of tonnage some 8.8 per cent less will bring operating revenues into parity with 1937. These factors, together with recognized differences in the depth of business decline, distinguish the situation in 1938 from that which prevailed in 1932. Naturally, we cannot rest our conclusion merely upon a prevalent but possibly unwarranted optimism. It may, indeed, eventuate that operating revenues will fail to return within a reasonable period to 1937 levels or thereabouts. Furthermore, it may well be that the hoped for relief from the development of a national transportation policy and other similar measures will not be forthcoming. Then the inability of the roads to pay would turn from a short time to a long time aspect, and avenues of relief through wage reductions would have to be explored. The 30-day clause of the existing agreements would provide this opportunity.

In the event of any lengthy period of lack of recovery, the Board had this to advise as to procedure:

But if the occasion should arise for the carriers at such time to pursue this course, it would be well for them to consider certain observations that the Board believes it wise to express. The first of these is that wage reduction upon a horizontal national scale, as that proposed in this case, possesses distinct drawbacks. We have already commented upon the failure of such a proposal to distribute the benefit of such savings as might be affected to the needier roads. Moreover, if the needs of the roads as they exist relate specifically to such factors as maintenance expenditures, the purchase of equipment, the payment of accrued interest in order to reestablish credit, no savings achieved by such a proposal are in any sense earmarked for these ends. That savings would in all likelihood be devoted in large measure to such purposes may be admitted, but wise statesmanship on the part of railroad management should look to making such applications certain. Some better administrative mechanism could seemingly be devised to avoid these drawbacks that attend a proposal merely to reduce wages upon a national scale.

A further defect attends such a proposal. Its incidence would fall alike upon all classes of labor from operating service to maintenance of way employees and extra gang men. Better paid and less well paid would fare alike. A different principle of wage reduction has normally been deemed more equitable, i. e., reductions that have regard to the ability of the varying paid groups of railway labor to take the shock of decreased pay. The Lane commission in 1918, in recommending wage increases, followed such a principle. The Railroad Labor Board in 1921 in Decision No. 147 applied it in its wage reductions. That difficulties inhere in its application are apparent, but the difficulties do not appear to have been insurmountable.

In this connection the Board thinks it right to observe that the suggestion that has been entertained by some of suspending for a period of time, more or less dependent upon the volume of traffic, the wage increases granted in 1937 would introduce a somewhat inequitable element, assuming for the purpose of illustration that a reduction of about that percentage should be made. This flows from the fact that differentials in wage rates among the various groups of railway employees exist. That the differentials prior to 1937 operated too favorably in behalf of the more highly paid employees seems tacitly to have been admitted at that time, for the increases benefited percentage-wise the lower-paid groups of employees more than those in the higher brackets. Consequently, to suspend these increases would be to operate according to the analogy of regressive rather than progressive taxation—making the burdens fall with undue weight upon those least able to meet them. True, a temporary suspension of these increases would not permanently affect either the wage structure or the differentials that now characterize it. But temporary suspension would, nevertheless, bring into operation the regressive feature remarked upon above.

The Board's further comment is interesting:

Consideration of savings in labor costs could also focus upon certain problems that should engage the attention of management and men more openly than has hitherto been the case. These flow from regulations prevalent in the operating service that call for pay not commensurate with the amount of additional benefit rendered. Some of these regulations have been relaxed or dropped, but a frank, candid inquiry as to their equitable nature could well be made the obligation of both management and men.

The Board clearly implied the "conference method" of dealing with differences between the men and management.

In another part of the report, respecting restricted legislation, the Board had this to offer:

The carriers, during the course of this proceeding, have complained of increased operating expenses from the attitude of railway labor in sponsoring full-crew bills, train-length bills, bills to limit hours of service beyond the requirements of safety, and similar legislative proposals. Their complaint has not been met favorably by the employees. Their attitude with reference to these measures springs mainly from the employees' concern over the declining trend of railroad employment. Part of that decline—perhaps a major part—is due to the general decline in the volume of traffic that is still held to the rails. Some part, however, is due to improvement in plant and equipment, the technological improvements that operate to displace labor. The social problem of unemployment resulting from technological development is common to most industries. It admits of no simple answer. The legislative proposals complained of are, in part, the answers that the employees are seeking to make to the problem of technological unemployment. The answers that can be made must of necessity be partly without the industry itself and partly within it. But we believe that such answers as can be made to it within the industry should flow from the processes of collective bargaining between the carriers and the men, not by resort to legislation. The problems of technological unemployment are, indeed, part of those "working conditions" which the Railway Labor Act of 1926 sought to have worked out through negotiation and mediation between management and men.

From this, it is evident that the Board favored the utmost development of collective bargaining and for the establishment of procedures thereof by both men and management that would be more scientific and give promise of more satisfactory results.

After the report of the Emergency Board had been made public on October 29, the following announcement was released to the press by the Railway Labor Executives' Association:

ASSOCIATION PRESS RELEASE RE EMERGENCY BOARD REPORT

We are deeply gratified not only by the recommendation of the Emergency Board that the Carriers' request for a wage cut be withdrawn, but by the thorough and painstaking examination and consideration of the facts which the Board's report reflects.

Never before have the problems of railroad labor and of the railroad industry received more careful, thorough and intelligent consideration. The recommendation of a board composed of men of such eminent distinction and fairness should command the confidence and respect not only of all persons interested in the railroad industry but of the whole American people.

We opposed the wage cut from the beginning, not only because we knew that it would be unjust to railroad workers, but also because we sincerely believed that it would, in its ultimate effect, be harmful to the railroad industry. We have all along been firmly convinced that a wage cut in the railroad industry would inevitably have an adverse effect upon general business and upon the whole national economy now so firmly committed to a higher wage-level as a means toward a greater national well-being. We felt confident that any board of disinterested men of sound judgment and learning would come to the same conclusion, as this board has done.

We have throughout this controversy assured the representatives of the carriers of our readiness and willingness to cooperate with them and with the representatives of the public in working out a sound comprehensive program for the improvement and betterment of the railroad industry. We give them that assurance now.

While we have resisted this wage cut proposal with deep earnestness, born of our conviction of its injustice, we have resisted without bitterness and always with the profoundest concern for the public good and devotion to the industry in which we have spent our lives and which is so vital to the nation's welfare.

The Association of American Railroads arranged for a meeting of the member roads in Chicago, Illinois, on November 4, 1938, for the purpose of considering the report and deciding the railroad's further course of action. At this meeting it was decided to withdraw the request for a fifteen per cent reduction in wages and the members of the Railway Labor Executives' Association were notified to that effect as follows:

RAILWAY LABOR EXECUTIVES' ASSOCIATION

Cincinnati, Ohio.
November 10, 1938.

All Chief Executives, Members
Railway Labor Executives' Assn.

Greeting:

Supplementing my letter of November 8th, 1938, wherein I advised that arrangements were made for Mr. H. A. Enoch, Chairman, Carriers' Joint Conference Committee to advise me of action taken by the Carriers to withdraw wage cut notices.

I have this date received the following letter dated, Philadelphia, Pa., November 8, 1938, addressed to me by Mr. Enoch:

"For your information, I am enclosing, herewith, a copy of the message forwarded by Mr. J. J. Pelley, President, Association of American Railroads, to the President of the United States, under date of November 4th, 1938, in connection with the report of the Emergency Board to the President covering the national wage reduction controversy.

"The Carriers' Joint Conference Committee has been dissolved and its activities from the standpoint of a national wage movement are concluded."

Attached is copy of Mr. Pelley's message, addressed to President Roosevelt, which was enclosed with Mr. Enoch's above referred to communication.

I understand some Carrier Managements have already written General Chairmen withdrawing the wage decrease notices.

Sincerely and fraternally,

GEO. M. HARRISON,
Chairman.

Copy of Message Sent by Mr. J. J. Pelley, President, Association of American Railroads, to President Roosevelt, from Chicago, Illinois, Friday, November 4th, 1938.

"In our conference on October 31st, you asked me to inform you what the railroads would do about the recommendation of the Emergency Board that no horizontal reduction of railway wages on a national scale be pressed at this time.

"The chief executives of the railroads concerned met in Chicago today to consider the situation created by the report of the Board. I advised them of your expressed desire to be of help in the present situation, and of your hope that there will be developed a constructive program of legislation which you will be able to support at the next session of Congress.

"I have, therefore, been authorized to advise you that the railroads will withdraw the present notices of wage reductions.

"The railroads are taking this action not because they agree with the conclusions reached by the Board but because they recognize the gravity of the situation, and because they hope that out of it there will come, through cooperation of all concerned, a sounder and more equitable transportation policy in this country."

The National Mediation Board, as result of the Emergency Board report, closed its file in the national wage reduction case, as indicated by the following correspondence:

RAILWAY LABOR EXECUTIVES' ASSOCIATION

Cincinnati, Ohio.
November 25, 1938.

All Chief Executives, Members
Railway Labor Executives' Assn.

Dear Sirs and Brothers:

I am in receipt of copy of letter dated November 21st, from Mr. Robert F. Cole, Secretary, National Mediation Board, addressed jointly to Mr. H. A. Enochs, Chairman, Carriers' Joint Conference Committee, and the writer, transmitting copy of notice covering closing the Board's file in Case No. A-529—national wage controversy.

Copy of the Board's notice is being inclosed as a matter of information.

Sincerely and fraternally,

GEO. M. HARRISON,
Chairman.

NATIONAL MEDIATION BOARD
Washington, D. C.

In the matter of
Committee of 18 Cooperating Railway Labor
Organizations
vs.
Carriers' Joint Conference Committee
Proposed reduction of 15% in rates of pay
of Railway Employees

CASE No. A-529

CLOSED AS RESULT OF EMERGENCY
BOARD REPORT
November 9, 1938

Under date of August 4, 1938, mediation services of the Board were invoked by the Carriers' Joint Conference Committee, in a dispute between the carriers represented by that Committee and the employees of those carriers represented by the Committee of 18 Cooperating Railway Labor Organizations, in connection with a proposed reduction of 15% in rates of pay of Railway Employees.

Mediation was instituted in Chicago by Board Members Leiserson, Beyer and Cook, on August 11, 1938. Mediation being unsuccessful, the Eighteen Cooperating Railroad Labor Organizations authorized the calling of a strike under the laws of the respective organizations, to become effective on September 30, 1938.

An Emergency Board, appointed by the President to investigate and report its findings with respect to matters in this dispute, conducted hearings in the City of Washington, D. C., beginning September 30, 1938. The Report of the Emergency Board to The President, dated October 29, 1938, concluded that no horizontal reduction upon a national scale of wages in railway labor should be pressed by the carriers at this time.

The National Mediation Board, as a result of the Emergency Board report, has closed its file in this case.

By order of the NATIONAL MEDIATION BOARD;

ROBERT F. COLE,
Secretary.

With the closing of the wage reduction movement, the Railway Labor Executives' Association will turn its attention toward the national transportation problem, a solution of which the President of the United States is anxious to obtain and to this end has appointed a committee composed of three representatives of management and an equal number of representatives of labor with instructions to study the situation and report to him at their earliest convenience.

The closing of the wage reduction movement of 1938 clearly indicates the ability of the railway labor organizations to protect the interests of railway workers.

Yours fraternally,

DTB Robertson

OPENING STATEMENT BY H. A. ENOCHS, CHAIRMAN, CARRIERS' JOINT CONFERENCE COMMITTEE, AT CONFERENCES WITH RAILWAY LABOR EXECUTIVES' ASSOCIATION IN CHICAGO, ILL., ON JULY 20, 1938

We are meeting here today to discuss a most serious question; it is serious to you, who represent thousands of railroad employes, and it is serious to the managements of the carriers, who represent not only the interests of the employes, but also the public whom we all serve, as well as millions of citizens, life insurance policy holders, savings bank depositors and others who have supplied the money by which these properties have been created.

On May 12th, of this year, the carriers represented by this Committee submitted to their employes a notice stating that it was their intention to reduce all rates of pay 15%, effective July 1st, 1938. In addition thereto request was made that if the Committees on the individual lines were not agreeable to granting the relief asked for, the matter be further handled on a National basis. As a result of these several actions, we are meeting here today. These meetings being a continuation of the meetings held on the individual properties.

Between the managements of the carriers here represented and the employes of such carriers, there exists bonds of friendliness, helpfulness and goodwill and if there is one thing that managements of those carriers regret the necessity of doing it is to ask their employes to take a decrease in wages. It is only on an occasion of the direst necessity and the greatest need that management bring themselves to this task. Likewise, another distasteful thing for managements to do is reduce forces, but when income does not meet outgo the obligations of management require that remedial steps be taken to preserve the industry as a going concern, that it may continue to serve and with reasonable justice to all concerned.

When it becomes a necessity to ask employes to accept a reduction in pay, and this is only after all other means have been exhausted to keep the carriers solvent, it becomes managements' duty to take the steps necessary to bring about such reduction in expenses. There have only been a few instances when carriers have sought a reduction in wages to reduce expenses and those few occasions have been brought about by the direst necessity. In 1920, the Railroad Labor Board elevated the wage structure to burdensome heights; freight rates were increased and it was at that period that the using public began to develop other means of transportation, because they believed the charges made by the carriers were more than they could afford to pay and they sought cheaper means of moving their freight. In the following year 1921 and again in 1922, you were faced with a wage reduction, following which business commenced to pick up, with corresponding reductions in rate tariffs. In 1926, there began another cycle of wage increases, which continued for several years and then we were faced with another depression. The increases granted the employes were burdensome and in 1932 they accepted a voluntary deduction of 10% from their pay checks. That deduction was wholly restored April 1st, 1935, and immediately on top of its restoration, or concurrently with its restoration, you began agitating for an increase in pay, notwithstanding that business conditions and the income of carriers was such, that no increase could justly be obtained. Last year, however, you pressed your request to a conclusion, which resulted in wage increases, increases that the Carriers' Conference Committee were skeptical about granting, for the reasons pointed out to you during the discussions, that the carriers had only so much money coming in and any increased cost had to be borne in some fashion and the way to get around the increased cost was not to have so many people on the roll. All that was said at that time about the effect the increase, if granted, would have upon employment has since been borne out by what has actually taken place. At that time we pointed out to you that the railroads have only one source of income, *that* is from the general public for service performed; and to increase wages could have only one result, i. e., work then being done would have to be suspended and this happened; the cycle of lay-offs began which resulted in a force reduction of (216,029) people between April, 1937, and April, 1938. This reduction became more marked following the wage increase. Our income for the first six months of 1938 is below that of the corresponding period of 1932. We are worse off now than we were when you agreed to the voluntary deduction in 1932.

So the burden of increased cost due to the wage adjustment, as well as increased cost brought about by social security legislation, retirement board legislation, increased taxes, increased cost of materials, etc., has been too much for the carriers to bear and the result is today that the carriers of this nation, almost without exception, are facing disaster. When times were good and the carriers were making money—although not all of them—and you asked for wage increases, your requests were not only given sympathetic consideration, but were granted, so that the employes could share in the temporary prosperity of the carriers. When you requested wage increases we met you on a friendly and fair basis. We have always met you on a friendly and fair basis and we think that is the only basis for a sound relationship that could and should exist between the carriers and their employes, and at this point I want to quote from the editorial columns of the Philadelphia Record, which accredits Sidney Hillman, a C. I. O. Vice-President, with the following, under the title "SOUND ADVICE"—From the Atlantic Monthly article:

"A constructive labor attitude must be in terms of the achievable . . . we cannot ask from industry more than it can soundly afford to give. . . . A strike victory or a defeat, as such, settles nothing fundamentally. An employer may win a strike and discover, when it is too late, it was so costly that he has lost his business. A union may win a strike and find that it has lost both the industry and the union. We cannot defeat an industry; when we do we defeat ourselves. . . . Labor must be industry conscious."

In this connection I think it is only proper to say that it is most regrettable there seems to be developing in the railroad labor organizations a feeling of antagonism for their employers. No other industry is now or has been assailed by its organized employes in the same manner or to the same extent as has been the carriers by its employes. You are constantly biting the hand that is feeding you; you do all that you can to harass, to destroy, to discredit the management of the

carriers; you belittle and demean your employer, and thus you are befouling your own nest, the place of your livelihood. You are slowly killing the goose which lays the golden egg and in many instances you have not only destroyed the goose, but your jobs and your livelihood as well. You propagandize with your paper "Labor" to an extent that is not followed by any of the other labor organizations. Whether you believe that course is helpful to employe-employer relationship on the railroads, I cannot say, but, from my viewpoint, you are developing a state of mind among railroad employes that will sometime react against them, as well as react against your organization. Railroad employes generally, and particularly those in branches of the service which make them unfit or not adaptable to other employment, have a tremendous stake in helping to keep the carriers solvent. It means jobs. It means a place to work to earn a livelihood. It means to be associated with that which in hundreds of thousands of instances has been the only work the employe knew, liked and fitted himself for.

Addresses have been made in Congress—both Senate and House—opposing any wage cuts, in which the carriers were criticized for attempting to secure a wage cut. Other public men have spoken, either at your wage rallies or at other meetings, condemning the carriers for seeking a wage cut, urging you to hold fast and not take a wage cut. Not one of these men has to meet the railroad payroll and so far as I know any payroll at all, and not one of them is in a position to suggest to the carriers where they can get the money to meet the payrolls as they become due.

The burden of these statements is that the scale of wages on the railroads are now as low as they can be, that railroads must not reduce these wages in order to avoid important railroad bankruptcies. When a railroad goes into bankruptcy it keeps right on operating, whereas an unprofitable competitive enterprise is likely to go out of business. This gives railroad employes a sense of security in their jobs, but the security is not as strong as it might be and not as great as before competitive forms of transportation began to take business from the railroads. The worse the financial condition of the railroads becomes, the less there will be left of the railroads in the end. That means a sharp drop in railroad jobs. The tighter the money situation becomes the more the carrier curtails its function. Branch lines are abandoned and scrapped; runs are taken off; enginehouses and shops closed down, and what is taking place now will be accentuated if there is a general downfall of railroads. If, however, the railroads can work their way through the present financial stringency in the next few months, thousands of jobs will hinge upon the success the railroads may have in pulling through without bankruptcy. A third of the mileage is already in receivership and the deficits now suffered by the rails are far greater than at the bottom of 1933. In this connection, I want to quote from the magazine "Time" of July 11th, 1938—

"John Blair's Judgment:

"When close, old John Insley Blair died in 1899, aged 97, he left behind him some \$70,000,000. He was one of the first of the picturesque gentlemen who cross-batched the U. S. with railroads and in the process made huge fortunes. He helped organize Delaware, Lackawanna & Western. He was in with Oakes Ames on the Union Pacific. At one time he was president of 16 separate railroads. He was said to control more trackage than any man in the world.

"Thirteen years before the Civil War he started Blair Presbyterian Academy in Blairstown the obscure, out-of-the-way New Jersey village from which he ran his railroads. Before he died he gave the Academy an endowment fund of \$151,000 in railroad securities. In so doing he set up a definite standard for occasions when there was money to be reinvested; in John Blair's opinion there was no investment like a first-mortgage railroad bond.

"Last week Blair Academy petitioned Chancery Court in Trenton, N. J., to let it relax John Blair's standard. 'It is no longer safe,' said Blair Academy plaintively, 'to reinvest the endowment fund in . . . railroad securities . . .'

"Confirming the opinion that John Blair's investment judgment is slightly outmoded, last week young William R. White, New York State Superintendent of Banks, struck no less than 230 railroad bond issues (face value \$3,134,547,000) from the list of legal investments for savings banks.

"Before 1932 these New York banks were allowed to buy railroad bonds only if the roads had made their fixed charges 1½ times over in five out of the six preceding years. Then as railroad income fell away in depression the requirements were suspended; and the suspension was renewed annually until Governor Herbert Lehman three months ago signed a bill allowing on the legal list only bonds of roads which for five of the past six years had broken even on their fixed charges. In the present slough of U. S. railroading this meant an extensive blacklist. The banks could keep any bonds they held at the moment; the list was to guide their future purchases. Examples of mighty roads affected: Atchison, Topeka & Santa Fe; New York Central; Baltimore & Ohio; Great Northern; Southern Pacific."

The railroads are a sick industry, they have had to reduce their employes from (1,779,275) in (1926) to (941,094) at the present time. What has caused this great decrease in employment? Outside competition. And what caused the outside competition? Convenience and cost. And what caused this situation? The increased cost of producing transportation brought about mainly by the wage bill. Of all employers, the carriers have by far the greatest amount taken out of each dollar that is taken in to pay out in wages. I told you last year several times that we have reached the saturation point in our wage increases. You did not believe me then, but I hope you will believe me now. I am convinced that when you have given sober reflection to the problems today confronting the industry we all serve, the industry to which we have all faithfully devoted our lives, and the success of which as a going concern means the livelihood of millions—to say nothing of our *primary* reason for existence, namely to provide the public with efficient, safe and economical transportation service—you will finally come to the conclusion—as we on the management side have done—that the best interests of all concerned demand that the particular question now under discussion absolutely requires statesmanlike consideration; and I know you all well enough to know you are fully capable of such approach to this question, which is of such vital moment to all at this juncture.

No industry—and this is particularly true of railroads today—can survive unless it can continue to improve and keep pace with changing requirements. Neither the railroads nor any other industry can secure the necessary capital unless it can earn something above its cost. Most of the railroads are unable to do so today.

MEMORANDUM OF CONFERENCES BETWEEN CARRIERS' JOINT CONFERENCE COMMITTEE
AND RAILWAY LABOR EXECUTIVES' ASSOCIATION, HELD IN THE PALMER HOUSE,
CHICAGO, ILLINOIS, JULY 29 TO AUGUST 4, 1938

When the carriers announced the closing of their case, after the first day's session, the Railway Labor Executives' Association consumed several days in cross-examining the carriers' committee on various statements contained in the pamphlet entitled "Railroads and Railroad Wages" and on July 29, Chairman Harrison, speaking for the railway labor organizations represented by the Railway Labor Executives' Association, began the presentation of the employees' answer to the carriers' case. Attention of the carriers was called, both in general and in specific cases, to the unsound financing methods that have been followed for many years by those in control of the financial policies of the railroads. These unsound financing methods, the employees contended were very largely responsible for the present day condition of the railroads. The views of the railway employees concerning these financial practices were emphasized and it was pointed out that unless steps are taken to see that the financing of the railroads is placed on the same basis as that which pertains to all other industries and American institutions, railway employees will be forced to take some action in the matter for the protection of their own interests and the interests of the public generally; that if the earnings of the railroads were properly conserved and utilized for the benefit of improving and maintaining the industry, with a fair return being allowed upon the investment, it would not be necessary to seek a reduction in the wages of employees during periods of business depression.

If the railroads want to float bonds to get money for corporate or other purposes all they are required to do is apply to the Interstate Commerce Commission and generally they are granted authority to float stocks and bonds. The bankers sell the bonds oftentimes at high interest rates and many times for purposes not in the best interest of the property. The money is sometimes spent to buy other railroads and buy control of other facilities. Apparently no question is raised as to the value of the collateral or the ability to see it through until the maturing date of the bond. It is not unusual for bonds to run from 40 to 99 years. No one can predict whether or not a railroad that issues a bond today will be able to buy it back in 50 or 60 years.

It is all wrong to float bond issues for long period of time. The employees' committee suggested that the bonds issued by railroads should be handled like mortgages on homes, pointing out that a home cannot be mortgaged for more than 50% of its value, while there is nothing to stop a railroad from mortgaging its property for 80% of its value. The difficulties of the railroads are caused by their financial practices and the first place they turn when they are in need of relief is to the employees to keep them from going bankrupt. The employees contended they have had nothing to do with financial difficulties of the railroads; that is under the control of management, the employees were not consulted when such transactions were made; the railroads were the entire beneficiaries through such manipulations and they should assume responsibility from the results that flow from their own conduct. It was further pointed out that the time is coming when, unless there is a better and more sound financial policy adopted by the railroads, representatives of the men will be compelled as a matter of self-defense and in the public interest to ask Congress to pass an amendment to the Transportation Act of 1920 putting restraint upon the I. C. C. so they cannot approve applications to float bonds by railroads if the total outstanding bonded indebtedness exceeds 50% of the value of the property as found by the Commission for rate making purposes. If the I. C. C. is restrained from approving the issuance of bonds where the outstanding bonded indebtedness exceeds 50% of the value of the property as found by the Commission, the railroads will be unable to issue new bonds to pay maturing bonds. Such a regulation would improve the financial structure of many railroads, and would be in the interest of the country.

Mr. Enochs, Chairman of the Carriers' Committee, here interposed a question as to the effect under such regulation if a railroad needed money for expanding their service to more effectively handle the business. He was informed by the employees' committee that it would be just like the owner of a home who had his property mortgaged for 50%—he could not get any more money until he retired some of his mortgage and if he wanted to improve his property he would just have to wait until he saved enough money out of his earnings to take care of it. Mr. Enochs then stated that he did not believe all of the bond issues by the carriers have been as harmful as imagined; he pointed out that they borrowed money for additions and betterment but that benefited the men by way of increased employment, and it also benefited the country as a whole because of the purchase of materials. Mr. Enoch's attention was then directed to the fact that he admitted that the purchase of new materials for additions and betterments meant increased employment and increased purchasing power, while the railroads were seeking a wage reduction to reduce purchasing power.

Mr. Walber then stated that it has been his experience that high wages tended to reduce purchasing power because it is necessary for the railroads to lay off employees every time an increase is granted. The employees' committee pointed out that reduced wages meant that the workers must curtail expenditures; that they cannot buy the semi-luxuries which are virtual necessities, such as radio, cheap automobiles, refrigerators, etc., and that when they are unable to purchase these semi-luxuries it curtails the manufacture of those articles and the net result is that thousands of employees are thrown out of employment and the purchasing power of the country is greatly reduced. The employees' committee further stated that if individuals getting a million dollars a year reduced their compensation to a level sufficient only to provide for the American standard of living and then use the rest of that money to put other people to work, that would constitute a contribution toward increasing employment by reducing wages.

Mr. Walber further insisted that if the wages of the railroad employees were reduced it would have a tendency to increase employment. The employees' committee pointed out that during the period 1920 to 1929, which was one of the most prosperous periods in railroad history—when they made the most money, they reduced employment by approximately 400,000 jobs and the employees were struggling all during that period to restore wages paid to them in 1920. In 1920 wages were increased 618 million dollars and in that same year the I. C. C. granted a freight rate increase which amounted to 1 billion 550 million dollars; then in 1922 wages were reduced 558 million dollars while the I. C. C. only ordered a reduction in freight rates which amounted to 400 million dollars. The carriers' committee was then reminded that the railroads went to the I. C. C. last fall and asked for an increase in freight rates because of increased wages and that now they are asking us to take a reduction in wages. The carriers' committee were further informed that the same thing is liable to happen to the railroads that happened in 1922, if they proceed in trying to get a reduction in wages; that they were granted the rate increase last fall on account of the increase in wages, but if wages are reduced the I. C. C. will say that there no longer exists the necessity for increased freight rates and they will order them reduced.

Mr. Enochs stated that since the year 1916 the railroads spent about 8 billion dollars in improving their properties; that beginning with the Adamson Act in 1916 the railroads have been trying to meet the increased expenses and that as time went by they found that they were compelled to meet the increased cost through a payroll reduction. Mr. Enochs then stated that in 1920 out of every dollar taken in by the railroads 56c went for labor. Further, that the railroads will never approach the employment they once had because of the labor-saving machinery they had installed. He called attention to the savings that had been made in the offices through the introduction of labor-saving machinery, also in the maintenance of way department. Mr. Enochs stated that the railroads have found that when the saturation point in wages is reached it is necessary for them to install labor-saving machinery in order to reduce the labor cost and thereby increase unemployment. It was then pointed out by Mr. Enochs that the railroads do not like to ask the employees to take a wage cut but they have to do that because they are not taking in enough money to maintain the present level of wages.

In answer to the repeated assertion of Mr. Enochs that the railroads are unable to meet competition of other forms of transportation because of the wages paid their employees, the employees' committee pointed out that if they would take the 1920 freight revenues received by the railroads and divide that figure into the total number of revenue freight ton miles it will show that the railroads got from the public \$10.50 for handling 1,000 tons of revenue freight one mile, while in 1937, or 18 years later, they were getting \$9.31 for handling 1,000 tons of freight one mile. They reduced the freight rates on 1,000 tons of freight handled one mile between 1920 and 1937, when competition was rapidly developing, only \$1.19 for 1,000 tons of freight handled one mile; while the wages paid the men who did the work in 1920 was \$8.75 for each 1,000 tons of freight handled one mile. In 1937, or 18 years later, the labor cost went down to \$5.31 and the railroads had succeeded in reducing the wage bill for the furnishing of transportation service \$3.44 while they only cut freight rates \$1.19. The employees' committee said that they did not think, in the light of those figures, it could be said the wage bill was responsible for the railroads' inability to meet competition. They stated that if the railroads had passed on to the public in reduced rates the benefit of the reduced wage bill they could have reduced rates \$3.44 a 1,000 tons of revenue freight handled one mile. It was further pointed out that in the opinion of the employees' committee it was unreasonable for the railroads to contend in the light of these facts that they have not been able to cut freight rates because of high wages, because the wage bill went down \$3.44 while the rate bill only went down \$1.19.

The employees' committee then took up a discussion about the claim of the carriers' need of a reduction in wages because of the increase in material prices. In substance the railroads said that they needed a wage cut because of high material prices. It was then pointed out that if 1926 is taken as the index figure of 100.0 that fuel prices in July, 1937, stood at 90.7 and that in July of this year they stood at 85.2, or 5.5 lower than July, 1937. The railroads spent for coal in 1937, 220 million dollars and assuming they spend that much this year, the price of their fuel bill will be down 5.5 of what it was last year. The metals that the railroads buy stood in July, 1937, at 109.0 of what they were in 1926, while in July, 1938 they stood at 96.2 or 13 points less than they were last summer. The railroads spent for steel and machinery in 1937, 359 million dollars and they will get that same material this year for 13.0 less. Building materials stood at 70.5 in July, 1937, while this year they are down to 65.5. Chemicals stood at 89.8 last year while this year they are down to 87.4. Scrap prices are down this year compared with last year although recently there has been an up-trend in these prices. In 1937 the railroads paid for bituminous coal \$2.14 a ton while this year it is down to \$2.02 or 12c a ton cheaper. Finished steel in 1937 was \$2.60 per cwt. while in 1938 it is down to \$2.30 per cwt. Prices last year for the basic materials the railroads use amounted to approximately 1 billion dollars while the same materials this year will only amount to about 967 million dollars.

The average wages of railroad men in May of 1938 stood at 72.9c per hour, excluding officials and executives. In the steel industry, from whom the railroads bought 334 million dollars worth of materials last year, the average of those workers in May of 1938 was 11c an hour above the average railroad workers' wages or 83.7 an hour. In the coal industry from whom the railroads bought 220 million dollars worth of coal last year, in the soft coal industry the average hourly wages of those employees was 88.8c an hour and in hard coal the average was 92.3c per hour. In the chemical industry the workers' average hourly rate is 75.2c per hour as compared with the average hourly rate of railroad employees of 72.9c. In the electrical manufacturing industry the average hourly wage is 80.5c an hour; in the foundry and machinery industry the average is 76c an hour; in the newspaper industry the average hourly wage is 96.5c an hour. In the rubber industry the average hourly wage is 84c an hour; in the building construction industry the average hourly

rate is 90.3 cents; light and power industry the average hourly rate is 85.4c per hour; crude oil industry, from which the railroads bought 66 million dollars worth of oil last year, the average hourly rate is 85.2c an hour. In the petroleum refining industry the average hourly wage is 97.5c an hour; locomotive industry it is 78c an hour; blast furnaces 83.7c an hour.

Out of a bill of one billion dollars for materials the facts show the material prices have declined as compared with last year. The further fact was disclosed that the railroads were asking their employees to take a wage cut because of the high material prices, while the men manufacturing those materials were getting more money than the railroad men. Mr. Enochs then referred the employees' committee to the figures contained in the pamphlet "Railroads and Railroad Wages 1938" in support of their claim regarding high material prices. He then stated that when the carriers in good times were making money they were good buyers, which greatly contributed to increased employment because of the purchase of those materials used by the railroads. The employees' committee pointed out that in the carriers' pamphlet they compared the material prices in 1937 with those of 1933 while the facts of the situation were that in 1938 material prices were lower than they were last year when the 5c an hour increase in wages was granted.

The Carriers' Committee stressed the following six points in support of their request for a wage reduction:

- Low Business
- Competition
- High Material Prices
- Obsolete Equipment
- Heavy Debt
- High Wages

In reply it was pointed out that the employees had no control over any of the six reasons, or points, stated by the carriers except wages; that they could not control the business conditions and competition; they do not have anything to say about management practices regarding finances or debts; they do not have anything to say about equipment and cannot control material prices. So far as the material prices are concerned it was pointed out that many industries supplying the railroads with material are owned and controlled by the same people who control the railroads. With reference to high wages, attention was called to the fact that this is a matter subject to collective bargaining and one which the employees have something to say about.

On material prices, the statement underlying the carriers' figures was based on the 1933 prices. In 1933 prices were down on account of general economic conditions in the country; there was wide-spread unemployment; we had a banking holiday, and extreme money difficulties confronted the whole country. It was pointed out that if the carriers' committee would take a normal period for material prices which would have some relationship to the rate base they will find prices today are no higher than they were during such normal period. Further, the employees think it is an unfair basis of comparison when the carriers' committee talk about railway employees' wages as of 1929 and then undertake to inflate the wage base and weekly earnings by various processes for the purpose of comparing such wages with present day wages.

It was further pointed out that the railroads got an increase in freight rates when material prices dropped to the lowest point in 1933—they got 5% surcharges added to the freight rates and subsequently when that was repealed the Commission granted an outright increase in freight and passenger rates which more than offset the amount represented by the surcharges. When material prices were lowest in 1933 the railroads were getting higher rates for their services. The employees did not think the basis of comparison was fair or defensible.

It was stated that the employees felt it is most unfortunate for the railroads to act on a depression of indefinite duration and to rush in and undertake to reduce wages. Mr. Enochs stated that the present conditions are not of brief duration. However, the employees' committee pointed out that if the seven months of this year are considered a situation will be found which is not nearly as bad as indicated by the carriers at this conference. There is not a business in the country that sometimes during its existence did not meet with reverses, but most industries during good times set aside some of their profits to tide them over during period of recession. However, the railroads during periods of prosperity pay out their surpluses in interest and dividends, and when a recession in business comes along they come to the men and want them to take a wage reduction so they can continue to pay interest and dividends if they had adopted a wiser financial policy they would not be here asking them men to take a reduction.

The employees' committee then stated that they indorsed in a general way what Mr. Enochs had said in respect to the attitude of the conferees—that they are approaching this matter in a spirit of tolerance, good faith, and with utmost friendliness, and if the case cannot be settled through direct negotiations here, and it looks doubtful that the case will finally be adjusted in these conferences, it will be referred to some other tribunal where it will be settled on the facts. It was pointed out that what would be said as time went on would be said for the purpose of adequately defending the interests of the men and that the employees' committee would try to do that in a way that would not be offensive. The attention of the carriers' committee was, however, directed to the fact that the employees' committee would defend the interests of the men; that it is their duty to always try to improve conditions of employment and elevate rates of pay; that they would not operate in reverse gear. Progress is the goal for which we all strive. Further, in arguing in favor of the interests and rights of the men in this conference, they should necessarily be pronounced in their view as to the effect of such proposals as they advanced.

The employees' committee called attention to the fact that the carriers' committee in presenting their case criticised the organizations about the way they defend themselves. The carriers' committee contended that the employees had been propagandizing in and out of Congress, and had made an unfair attack on the railroads. They used the illustration that "we are fouling our own nest" and "killing the goose that lays the golden egg." It was pointed out that the employees know of no more effective propaganda organization in this or any other country than the railroads have developed and one they are now practicing with perfection. In Washington, D. C., the Association of American Railroads has an insidious propaganda machine. Their money is spent in the interest of the railroads and against the legislative desires of the employees. The railroads are also utilizing the services of Sam Dunn of the Railway Age, at a salary of \$15,000 a year, to carry on most vicious and unfair campaign against these organizations. He has frequently and with unprecedented nerve, referred to the representatives of labor a labor racketeers. The employees resented that statement and the spirit which prompted it. The representatives of the railway labor organizations are honorable, decent, and clean men who are trying to represent their people. It is unfair for Sam Dunn or anyone else to undertake to destroy the confidence the men have in their leaders.

The employees' committee stated that the railroads' committee had admitted that they have distributed 300,000 copies of the booklet "Railroads and Railroad Wages 1938" and they have been circulated to radio commentators, newspapers, magazines, the general public, and to a large number of their employees. Further, that labor has no possible way to get its story before the public as effectively as the railroads, because the press generally is hostile to labor. In efforts to respond to the unfair propaganda of the railroads the only means at the disposal of railway employees is used and that is the newspaper "Labor", and certainly the railroads cannot deny employees the right to use their only means to fairly present their story to the people of the country. In all fairness it is grossly improper to accuse the organizations of trying to wreck the industry or propagandize unfairly; the employees only have two avenues through which they can hope to get their views to the public; one is, through their friends in the Congress, and the other is through their newspaper "Labor." Further, that the railroads spend millions in advertising in the press. The labor organizations do not have that opportunity. It was then pointed out very effectively that the organizations are not trying to wreck the railroads by propaganda, because employees have more at stake in the railroad industry than the men who invest their money in it; the investor can sell his interest and get out of the industry, but the employee has invested his life in the industry and he cannot sell his investment, but must continue to work in the industry. If the labor organizations were half as effective as the railroads in propagandizing, the people of the country would know the conditions of the men in the industry and would have a better picture of the situation.

The employees' committee then stated that the carriers' committee contended that the railroad problem today is aggravated because of competition. The employees' committee recognized that the railroads do have a tremendous competitive problem through the various forms of transportation, highways, waterways, pipe lines, air lines, and the telephone. The employees' committee appreciated the competitive problem because the effects of competition greatly contribute to unemployment in the railroad industry. The gross operating revenue in 1929 is about where it was in 1920; on the whole, based on the dollars taken in during 1929, the picture is about what it was in 1920. Thereafter, due to a decline in commodity prices, there developed a tremendous economic and competitive struggle between the railroads and other forms of transportation. The magnitude of that problem was recognized and on many occasions representatives of the employees said to the railroads they were willing and anxious to find some answer to the problem of regulating other forms of competition. The employees' committee then pointed out that when legislation was pending in Congress to regulate bus and trucks the labor representatives appeared and recommended the adoption of the legislation. Further, that they had learned at the last session of Congress, through their friends in the Senate, that there was an opportunity to get some legislation regulating the waterways providing the railroads would set aside their efforts to repeal Section 4 of the Interstate Commerce Act, but the railroads were divided on that and neither regulation of the waterways nor repeal of Section 4 was secured. The representatives of railway employees have said to the railroad presidents that they would welcome the opportunity to cooperate with the railroads in bringing about substantially the same degree of regulation and standards that have been applied to the railroads. It was pointed out, however, that the railroads have gone into the bus and truck business in an effort to get some of that traffic and now they are divided in their ranks as to the regulation of the bus and trucks. The employees' committee then stated that they do not believe the policy of the railroads entering the bus and truck business will work out. The opinion was expressed that in the interest of a national transportation policy of the country the problem should be viewed as one general transportation machine. Restraints and controls which will permit each side to live and prosper should be developed. On the general question of cooperating with the railroads to meet competition, the employees' committee stated that they did not think there is any man on the carriers' committee who can point to the labor organizations and say with any degree of truthfulness that they have not at every opportunity cooperated with the railroads to meet that particular problem. Differences may have developed on the means as to meeting competition, but at least up to this point the judgment of the representatives of the employees has been vindicated. If efforts had been concentrated on regulating other forms of transportation it would be in effect today.

The attention of the carriers' committee was then called to the fact that, aside from the development of other forms of transportation, much of the inability of the railroads to meet competition today comes about by the character of service they are giving and the rates they charge. That they cannot expect to get business on the rails without giving service that will attract the business to the rails. Attention was further called to the fact that the Federal Coordinator found that from the time the railroads receive a carload of freight until that car is delivered they make a speed of five miles an

hour. Some answer has to be found for that situation; on short hauls some method should be employed to expedite the movement of that traffic.

It was also pointed out that the railroads have gone into the freight forwarding business, and they contend that this brings them a certain amount of l.c.l. traffic they otherwise would not get. The railroads furnish all the facilities to do this work for the forwarding companies and in defense of this arrangement the railroads claim they can handle carload traffic more economically than l.c.l. Attention was directed to one railroad which at the end of each day furnishes the representatives of the carloading company with a list of the firms that had shipped freight over the railroad that day, and the representatives of the forwarding company then call on such firms and offer the services of the carloading companies at cheaper rates than the railroad can handle the freight.

The attention of the carriers' committee was then called to the arrangement the railroads have with the various travel and tourist bureaus where the railroads pay a commission ranging from one to six dollars on each ticket these bureaus sell. It was pointed out that railroads could still retain this business and avoid the payment of such commissions if they would handle the sale of such tickets in their own ticket offices.

On the question of the wage scale, the employees' committee pointed out very forcefully that the carriers' problem in the way of meeting competition can in no way be ascribed by any formula whatever to the wages paid to their employees. In 1920 the railroads received \$10.50 from the public for handling 1,000 revenue tons of freight one mile—while labor's share for the handling of this freight amounted to \$8.75. In 1937 the railroads received \$9.31 for handling 1,000 revenue tons of freight one mile, while labor's proportion of this had declined to \$5.31. During this period of time the railroads reduced their rates to the public by \$1.19 for 1,000 tons of revenue freight handled one mile, while during this same period they had reduced the share going to labor by \$3.44. It was pointed out further that if the railroads were genuinely interested in meeting competition they could still cut rates at least to the same extent they had reduced labor cost. The interest payment for the handling of \$1,000 tons of revenue freight one mile in 1920 amounted to \$1.16 and that went up in 1936 to \$1.46, or an increase of 30c. The railroads' problem from the standpoint of competition, certainly by no yardstick, can be ascribed to what labor gets out of the industry. In 1920 each employee, excluding executives and officials, approximately 2 million, earned for the railroads \$3,054 in gross revenue; in 1937 for each man working, excluding executives and officials, they earned \$3,736 for the railroads. In 1920, after Decision 2 went into effect, an average hourly rate of 71.1c prevailed, while in April, 1938, that hourly rate went up to 72.1c. In the period of 18 years progress to the extent of 1.0 an hour increase in average hourly rate for the railroad workers represented in these wage proceedings had been accomplished. In other American industries since 1921 they have increased their average hourly earnings 19.3c an hour.

It was pointed out by the employees' committee that there has been a tremendous increase in the general efficiency of the employees. The operating revenue for each employee from 1920 to 1937 went up 22.3%; the amount of revenue taken in for each hour worker by the men increased over the same period of time 31.9%. For each dollar paid in wages the railroads received 25% more gross revenue in 1937 than they received in 1920. The percentage of what the railroads took in which went to labor payroll declined 20% over the same period of time. Revenue freight ton miles declined 3.6% over that period of time, while wages declined 20%. Revenue freight ton miles for each employee increased 75% and the number of revenue tons handled one mile for each employee went up 75%. The revenue ton miles for each hour of service increased 87.6%; in other words, for every hour of labor the men handled 87.6% more revenue business based on ton miles than they handled in 1920; for every dollar of wages they increased revenue tons handled one mile by 78.9%.

On the question of capitalization the employees' committee stated that the figures show there has been a net increase in the capitalization of the roads of about 20%. If credit was given to the roads for increased efficiency due to increased investment more than one-half of the figures enumerated above would be left that could be directly traced to the increased efficiency of the men. The men are more efficient today than they were at any other period in the history of the industry. It was then pointed out that the railroads increased efficiency and responsibility when they stepped up the speed and length of trains.

It was pointed out, however, that if the railroads had not invested in all the heavy equipment and longer trains they could operate more and lighter equipment and give much faster service, and as a result thereof be better qualified to meet competition. As a matter of fairness the employees' committee did not believe it can be denied that on the whole railroad labor is more efficient today than at any time in the history of the industry. The employees' committee accorded them recognition of the efficiency of the added dollars because they are getting, generally speaking, a return on those added dollars, but at the same time it must be admitted that the employees have tremendously increased their efficiency.

Mr. Enochs inquired where the figures about the wages paid in outside industries were obtained. He was informed that the figures were taken from the National Industrial Conference Board. Mr. Enochs said that in any explanation about railroad wages we have to reckon with the fact that beginning with the Adamson Act in 1916, which established ten hours pay for eight hours work, there was created higher wage levels among the train and engine service employees than theretofore existed and that it was necessary for the railroads to find means to offset the increased payroll. It was pointed out by Mr. Enochs that outside wages so far as hourly rates are concerned have been elevated, but those workers do not earn as much over a period of a year as do railroad men, because railroad men enjoy more regular employment. A dis-

cussion then ensued with respect to the number of employees in railroad service and Mr. Enochs said that he did not believe we will ever get back above 1,250,000 employees in the railroad industry.

The employees' committee then called attention to the carriers' statement wherein they referred to an editorial appearing in the Philadelphia Record, which accredits Sidney Hillman, a C. I. O. Vice President, with the following, under the title "Sound Advice"—From the Atlantic Monthly article:

"A constructive labor attitude must be in terms of the achievable . . . we cannot ask from industry more than it can soundly afford to give. . . . A strike victory or a defeat, as such, settles nothing fundamentally. An employer may win a strike and discover, when it is too late, it was so costly that he has lost his business. A union may win a strike and find that it has lost both the industry and the union. We cannot defeat an industry; when we do we defeat ourselves. . . . Labor must be industry-conscious."

The employees' committee stated that they thought Mr. Hillman is right, but that they did not get the same interpretation of the statement that the carriers' committee got; that when consideration is given to what industry can soundly afford to give labor it must be borne in mind what is in the best interest of social and economic interest of the country, and when consideration is given to what industry can soundly afford to give labor it must be borne in mind what labor must get out of industry in order to support mass purchasing power requirements. If the carriers would examine what has taken place in other American industries they would find, after making allowances for the difference in character of operations, that railroad labor got less over the last two decades than the workers of other industries. The railroad industry, from the standpoint of total employment, wages paid, and increased levels of wages, lagged far behind all other American industry and if Mr. Hillman's appreciation of the situation is taken—assuming he practices what he preaches—he has not gotten more for his men than the industry could afford to give, then it would seem to be the indisputable conclusion that the railroads have not given their employees what they could soundly afford to give based on the yardstick of what has taken place for workers in all other American industries. The employees' committee believed that if the carriers' committee would ask Mr. Hillman what he thinks about the wages paid to railroad workers that Mr. Hillman would tell them he thinks they are disgracefully low. There has been a constant decline in the share labor has gotten out of the dollar taken in over the counter for services rendered to the public. The employees' committee pointed out that the railroads said in support of their request for a decrease in wages much that is bottomed on the recommendations of the Splawn Committee report. The employees' committee stated that they had tried to analyze it and thought they were undertaking to say this: the railroads are faced with a tremendous competitive situation, but nowhere in the Splawn report does it say labor stands in the way of the railroads meeting that problem. In the Splawn Committee report they do not suggest an answer to it other than to point out there possibly should be a reduction in rates. The carriers' committee attention was then called to the fact that the Interstate Commerce Commission has regulated the railroads for approximately forty years and the Commission is partly responsible for the mess the railroads are in today. In many respects the I. C. C. can very soundly and honestly be criticized for some of the things it has done in respect to regulation of the railroads. In writing their report, Commissioners Splawn, Eastman and Mahaffie, in addition to trying to tell the railroads what their troubles are, tried to defend the Commission's own actions.

The employees' committee thought it could be shown the I. C. C. has not exercised the proper control over the issuance of securities. They thought when the Commission repealed the 5% surcharge they made a mistake. On the rate policy when the commodity prices are low, rates are raised which thereby increase the resistance to the movement of traffic. When commodity prices are high and business is good and everybody is making money the I. C. C. reduces the freight rates. If a sensible rate-making policy was in effect, with control over earnings of the railroads, a condition could be developed in the railroad industry, taking good and bad years together, where the railroads would have adequate funds with which to meet all of their obligations at all times. The railroads would also then be in position to contribute to improved conditions of labor as is being done, and has been done, in other industries. The employees' committee pointed out that the time is coming when the railroads will have to institute a six-hour day without any reduction in pay.

The Splawn Committee said the one way to improve the financial health of the industry is to set Mr. Eastman up as Superintendent of Transportation and let him order unifications, pooling of traffic, and abandonment of facilities; they want, in other words, to put the management of the railroads in his hands. The employees' committee did not believe in such an arrangement. It was pointed out that the Interstate Commerce Commission is one of the finest agencies of the government and that they have done a splendid job in many respects, but at the same time it is unfair for three members of the I. C. C. to try to evade their own responsibility by leaving the inference that all the difficulties of the railroads rests with somebody else.

The employees' committee stated that nowhere in the Splawn Committee report is there the slightest inference that railroad wages should be cut. In regard to what they believe the railroad problem is respecting competition, they propose to meet it by the pooling of services, abandonment of terminals and discontinuance of alleged wasteful practices. They set forth in their report that the major difficulties of the roads can be traced to overcapitalization or heavy fixed charges. The Commission proceeds, through these three members, to point out that the railroads' financial practices have bordered on abuses and then they enumerate specifically the character of abuses they believe should be corrected:

1. They say the railroads have furnished services for certain shippers without getting just compensation.
2. That the railroads have bought facilities from large industries in order to corner traffic of the industry.

3. Some of the railroads have invested their funds in other railroads and those investments have proven unwise and are now a burden on the industry.

The employees' committee stated that if the carriers' committee would examine the authority the railroads have obtained from the I. C. C. since 1920 it will be found that there are outstanding millions of dollars of bonds used by certain railroads to buy control of other railroads through the purchase of outstanding stock. Now, through this period of reduced business, the railroads are in this position: They have taken out of the property, in the way of collateral, enough money to buy stock in another railroad which does not now pay dividends on such stock, but the railroads that bought the stock have to pay the interest on same. When the carriers talk to the employees about taking a decrease in wages in order to enable them to meet fixed charges they are asking the employees to give their wages that the carriers may pay interest on stocks and bonds used in these financial transactions, many of which are purely speculative.

In taking up a discussion of obsolete equipment it was pointed out that the carriers' committee left the inference that if the railroads invested their capital in new equipment they could reduce operating expenses. It is understood that the railroads are being operated more efficiently now than at any time within their history and that they are operating at capacity, based on their ability to supply capital measured by the returns they are getting from the plant. Commissioner Splawn tells us we are antiquated. But the carriers' committee cannot take what the Splawn Committee report says in one instance and overlook it in other instances. The carriers used an entirely different basis in their presentation (Railroads and Railroad Wages) than that used in the Splawn Committee report. It was further pointed out that if the railroads would charge off of their books the obsolete equipment still on the books, it would greatly reduce their fixed debt.

The Splawn Committee report referred to the wage increase last summer and states that it would be of immediate help to the roads if the employees would take a 15% reduction. That is just a statement of the effect of a wage reduction upon the railroads. Nothing is said about what would happen to the men. The purchasing power of the men would be reduced and they would buy less. It would go down the line to every industry and would lead to a general decrease in consuming power. It would consequently impede the splendid progress being made in economic recovery.

The Splawn Committee said, in their judgment, there ought to be legislation passed setting up a Transportation Board with a Director of Transportation to be given authority to make certain managerial changes. They say the law should be amended to expedite reorganization proceedings so there can be a reorganization of bankrupt roads with a consequent reduction of fixed charges. Finally they recommend certain loans for the purpose of modernizing the industry and the purchase of new equipment. Congress gave the Splawn Committee very little consideration and took no definite action with respect to it.

After the Splawn Committee made its report the railroad presidents and the representatives of the labor organizations got together to see if they could not work out something of a helpful character and progress was being made until they ran into the efforts of the railroads to cut wages. The employees' committee did not think there is anything in the Splawn Committee report which in the slightest way lays the railroads' difficulties to the door of labor, beyond the inference that a wage cut would be a means of assisting the roads at this time and they have not dwelt upon the consequence of that kind of a policy. Directly answering that part of the recommendations in the Splawn Committee report with reference to the reduction in wages, the employees' committee stated that in July, 1937, prior to the 5c an hour increase in wages, the payroll for that month was 164 million dollars. In August after the 5c an hour increase had been granted to the employees, represented by 14 non-operating organizations, the payroll went up to 169 million dollars. If the payroll had gone up to the extent of the railroads estimated cost of the wage increase, there would have been an increase of 8 million dollars in August. However, the force was reduced to the extent that it only cost the railroads approximately 5 million dollars. In September, when business was still on the up-trend and carloadings were increasing, the payroll was reduced to 163 million dollars or 1 million dollars less than the payroll in July, the month preceding the granting of the 5c an hour increase in wages. By October when the train service employees received an increase, which it was estimated would amount to approximately 37 million dollars a year, the payroll went up a little and carloading started to tumble. The records will show that immediately thereafter the railroads undertook to offset the payroll increase, plus the effect of the drop in business. They absorbed all the increases granted last summer by taking men off the payroll, and the net result of the increase in wages has not cost the railroads anything.

The railroads went to the I. C. C. and said that they had to come to the rescue of the roads because, as they alleged, wages had been raised approximately 130 million dollars and an increase in freight rates was necessary; that material prices had gone up since 1933 and they had to have an increase in freight rates for that; taxes had gone up and they needed an increase in freight rates for that; but the burden of the case presented to the I. C. C. so far as their claims of increased expenses were concerned was based on the increased payroll and labor costs. The Commission responded and gave the railroads an increase in freight rates of approximately 270 million dollars and subsequently gave them an increase in passenger rates which it was estimated would yield 32 million dollars, or a total of 302 million dollars a year. The railroads have offset the wage increase by reducing employment, material prices have gone down, and now the railroads are about 220 million dollars to the good as a result of the transaction. The public has paid the railroads for the wage increase because they are paying higher transportation charges. Now the railroads want to continue to call upon the public to pay for what the employees got, and in turn they are trying to take it away from them. That is not a fair way to handle a problem of that kind.

The figures show that material prices in April, 1938, are decidedly lower than in 1937. Metals in April, 1938, stood at 70.7 while in April, 1937, they stood at 97.0; chemicals and drugs in April, 1938, stood at 77, while in April, 1937, they were 86.9; iron and steel in April, 1938, stood at 99.6, while in April, 1937, it was 100.4. Other basic products and all commodities other than farm products and foods stood at 82 in April, 1938, while they were 86.5 in April, 1937. Since last year the railroads have benefited by a reduction in material prices which might conservatively be said will amount to about five points.

The employees' committee pointed out that we think it is unfair for the railroads to say the employees should have a reduction in wages because material prices are high, when we examine the wages paid in other industries. Without exception, all of the industries which furnish supplies to the railroads pay from 1c to 20c an hour more in average hourly wages than the average rates paid railroad men, which is 72.1c. The employees' committee asked if the carriers' committee thought it was reasonable to cut the wages of railroad men because of high prices of materials, when the men in the industries supplying those materials are paid higher wages than the railroad men.

It was then pointed out that the railroads claim, as another reason for wanting a reduction in wages, that there is a low volume of business. It was further shown that February 26th was the low point in the last recession in business and that since that time carloadings have been going up and recently reached the 600 thousand mark. Further, last spring when these organizations were asking the railroads for an increase in wages carloadings for the week ending March 6th stood at 730,000. The latest report published by the railroads' committee forecasting traffic, predicts carloadings for early fall will reach 725,000, or only five thousand less than when an increase in wages was requested. Further, there has been a substantial up-turn in general business conditions beyond that anticipated and it has been more rapid because the government is speeding up the general program of spending and lending which will have a very wholesome effect on business. The employees' committee expressed the belief that everybody will agree that we are on our way out of the depression and we should by this fall have business that will approximate 92 or 93% of what it was last fall.

In examining the general business situation there was a really decided improvement in June this year, carloadings going up slightly week by week from February 26th. This improvement has been reflected in most of the indices we accept for general business conditions in respect to agriculture and general industrial activity. The Department of Agriculture has forecast the greatest wheat crop since 1915 and the second largest in the history of the nation for the year 1938. The estimated total production for 1938 it is said will be 10.7% above what it was in 1937 and 28.5% over the average for the ten years, 1927 to 1936. In other words the grain movement this year will be about 28.5% above the ten year average, 1927 to 1936. If the railroads get a reasonable share of this increase—and they undoubtedly will—it will go a long way toward helping revive railroad business and improving their general situation. The Department of Agriculture predicts also that the corn crop for this year will be above normal production. It is estimated the total production of corn for 1938 will be 2 billion 482 million bushels or 7.6% above the ten year average, 1927 to 1936, which stood at 2 billion 306 million bushels and only 6.2% under the great crop of 1937.

Attention of the carriers' committee was called to the index of the Dow-Jones Company which shows that business conditions are greatly improving. Further, that the program of the Federal Government for reviving business will result in about 4 billion dollars additional cash going into the channels of trade and industry. The thought was expressed that we are all sensible enough and fair enough to admit that when that much money is distributed there is bound to be a revival in business. All the leading economists of the country are making favorable predictions. Some point out that there is already under way a noticeable revival in business.

The railroads' own forecast of 725 thousand carloads, is in line with forecasts generally and indicates rapid improvement in business. Cutting wages would only retard the national recovery. To be fair and conservative about it, the employees thought we are now on the threshold of a period of prosperity which will last for some time. The hope was expressed that the leaders of industry will cooperate in helping business get started. The employees' committee thought it was reasonable to say for at least the next eighteen months we will enjoy favorable increase in business activity and that in another sixty days the railroads will realize their movement to reduce wages is running counter to the economic forces that are pulling for recovery.

In reply to the carriers' committee statement about the Rutland Railroad, it was pointed out that that railroad is not a party to this proceeding, but since Mr. Enochs injected it into the proceeding its history was traced and it was found that it has paid to the people holding the bonds of the carrier and other fixed charges about 440 thousand dollars a year since 1920, up to and including 1937; also that in 1926, 1928 and 1929 they paid dividends amounting to about 350 thousand dollars on their stock. This company is controlled by the New York Central Railroad and the New York, New Haven & Hartford Railroad; the New York Central has 23,512½ votes, and the New Haven has 23,520½ votes; at the last stockholders' meeting there were 1178 common stock votes cast and 89,625 preferred stock votes, and that between the two roads they hold a majority of the voting stock. The Rutland Railroad, from the standpoint of the people holding its bonds, has been a constant source of revenue to those bondholders since 1920, and three years it paid dividends on its stock. Surely the carriers' committee should not expect the employees to take the standards of the Rutland Railroad and undertake to fix the wages of the other railroads by such standard. The carriers would certainly object should the employees take a prosperous railroad and undertake to fix wages on the other railroads by that standard. It was further stated that the Rutland Railroad had no place in this particular proceeding.

The condition of the railroads today as compared with 1932 was then discussed. In 1932 when the organizations accepted, for a limited period of time, a 10% deduction in wages the general situation existing in the country was quite

different from what it is today. In 1932 we were in the midst of the worst industrial collapse the country had ever known. There were more people out of work at that time, and the financial condition of the country was in worse shape than at any other period including that following the civil war. Railroad operations were lower in 1932 than they are today, prices were very low and the wages of employees in industries generally had been reduced, some as many as three times, and there did not appear to be very much hope or confidence in the people of the country that there was any immediate prospect for improvement. While the employees said in the 1932 conference that they believed a reduction in the consuming power of railway employees would have a tendency to aggravate the condition about which all were concerned, the employees did in a large measure take a chance on the statements made by the carriers' committee that they would undertake to put more men back to work; that they would buy more materials and that the general result would be to help pull the country out of the depression. Exactly what the employees predicted about the consequences proved to be true. Conditions continued to grow worse following the 10% deduction agreement of February 1, 1932, until we hit the collapse of the entire financial and economic structure in March, 1933, and by that time we had nothing short of what might be termed a social revolution of the country.

The situation today is entirely different. Many of the fundamental factors that produced the condition existing late in 1929 and 1933 have been remedied. The underlying structure of financial institutions is now sound; our people have confidence in these institutions as now regulated and they do not fear for the safety of their savings. The farm situation is decidedly better, prices are higher, and the farmer is able to meet his mortgage and interest payments. The housing situation has been improved by the Home Owners' Loan Corporation. There has been a decided deflation in the amount of capital invested in industry and the demands on that capital have been reduced. A greater share of the proceeds of industry is going to labor, and the belief is generally prevalent throughout the country that we are emerging from the temporary set-back that commenced last Labor Day. We have a Government in the country that now undertakes to do something other than let a bad situation drift along. The railroads' own authorities point to an era of prosperity and it appears we are on the threshold of one of the best periods we have experienced at least from the beginning of this century.

Further discussion of conditions existing in 1932 and at present followed. It was pointed out that the results of the operations this year as compared with 1932 had been checked, and it was found that in May, 1932, the railroads had a gross operating income of \$254,741,000, which compares with \$272,665,000 in May of this year. In other words, in May of this year gross operating income was approximately 18 million dollars better than it was in 1932. The net railway operating income in May, 1932, was \$11,951,000, while in May, 1938, it was approximately \$16,000,000. Gross operating income went up from 246 million dollars in June, 1932, to 283 million dollars in June, 1938. Net railway operating income, however, showed a much larger percentage gain and it went up from \$12,600,000 in June, 1932, to approximately 25 million dollars in June, 1938. In explanation of the increase in net operating income in June this year over June, 1932, it was stated that the railroads have materially reduced operating expenses and that any improvement in business and consequently in gross operating income, will reflect itself almost entirely in net income until a point is reached when the carriers believe they can spend some money for materials, additions, and betterments, etc. Gross operating income dropped off in July, 1932, as compared with June of that year about 9 million dollars; 1938 gross figures for July were not available, but all indications were that July, 1938, would surpass June. The net operating income in July, 1932, was off compared with June by about \$1,100,000. Indications from preliminary reports made by the carrier and estimates based upon carloadings disclose the net operating income for July this year ought to run between 37 and 40 million dollars.

Carloading in May, 1932, were 2,121,000, while in May of this year they were 2,166,000; June, 1932, they were 1,988,000 and in June, 1938, they were 2,174,000; in July, 1932, carloadings were about 80,000 below June, and July, 1938, was about 80,000 above June, 1938.

The attention of the carriers' committee was called to the following article by George T. Hughes, which appeared in the July 11th issue of the St. Louis Daily Globe Democrat:

"BUSINESS FIGURES SHOWN FAR ABOVE LEVELS OF 1932

"One of the reasons why so many people missed the turn in the stock market and in business is that, in common with one of the leading motor car manufacturers, they were looking for a return to a level 'approximately equivalent' to the volume of 1932.

"The steel industry, by dropping below the 20 percent level of operations last December, had come within striking distance of 1932 levels, and it was reasoned that other activities might take the same course. At the same time, many other indexes of activity were standing far enough above 1932 levels to allow considerable leeway for a further drop—if a further drop were in the cards.

"It is interesting, even now, with some improvement already recorded, to make comparisons of the current figures with those of approximately the same week in 1932.

"Freight car loadings for the latest week totaled 588,864 cars, or about 100,000 more cars than were loaded in the like week six years ago. The latest wholesale commodity price index of the Labor Bureau stands 17 points, or about 21 per cent, higher than in 1932. Six years ago bank clearings were running more than 45 per cent under the like week of the previous year, while last week's clearings were only a little more than 20 per cent under the like week of 1937."

The employees' committee pointed out that a check of the records of 1932 compared with 1938 conditions in the country as affecting the well-being of the average citizen, levels of business, and the condition of our own particular industry, we are much better off in 1938 than we were in 1932.

The attention of the conference was directed to an article appearing in the July 11th issue of the Wall Street Journal entitled "Rail Officials Place 1938 Loadings Peak around 725,000 Cars." It was then pointed out that it would help the

general situation in the country if the carriers' committee would appreciate that conditions are decidedly improved today as compared with the situation existing when the carriers served their notice for a 15% deduction in wages, in view of which the notice should now be withdrawn.

The attention of the carriers' committee was directed to an article appearing in the June 22nd issue of the Wall Street Journal which stated in part: "In the opinion of railroad officials, this control over expenses means that if railroad traffic and revenues experience only the usual seasonal rise the latter half of this year, practically all the increase can be brought down to net operating income." Their attention was also directed to an article appearing in the August 2nd issue of the Wall Street Journal which states: "July Rail Results May Have Climbed Into the Black—Earnings Are Estimated at Break-Even Point for First Time This Year."

The carriers' committee were advised that all indications point to a revival in business and other improvements thus far experienced have completely eliminated the reasons which prompted the carriers to launch this proceeding as of May 12th. There has been a substantial increase in May, June, and July of this year, and all indications are that August, September, and October will be better. It was pointed out to the carriers' committee that there is no merit to their contention that the conditions in 1938 compare with those of 1932. From the general economic situation, matter of confidence, attitude, outlook, policies and practices of the government, we are now on the up-trend, while in 1932 we were sliding toward the bottom of the depression which we struck in 1933.

The question of wages was then taken up. It was pointed out that in the fourth quarter of 1920, when Decision 2 of the U. S. R. R. Labor Board was in effect—according to the reports of the Interstate Commerce Commission for all railway workers, excluding executives and officials—the average hourly rate was 71.1c an hour. That figure has been decreased and increased over the last nineteen years, and in April, 1938, according to the same source of information, it stood at 72.9c an hour. We have progressed in that period of time only 1.8c an hour in our average hourly rate. Employees in other American industries—commencing with 1921 and bringing it down to April, 1938—secured an average hourly increase of 19.3c an hour. The fact of the matter is, railroad wages are virtually on the same level as that which existed 18 years ago. To that extent rail workers have failed to keep step with the progress made by workers in other American industries over the same period of time. In 1920, relatively speaking, we had a satisfactory condition compared with other industrial workers; but the other industrial workers have increased their relative position better than 19c an hour while we have made the insignificant progress of 1.8c an hour.

Nor can it be said that our industry has made any contribution to the social advance of the country in the past 18 years, because the railroad industry has not only *not* raised the average hourly wage level during this period, but constantly has reduced the payroll purchasing power and the employment opportunities. The payroll today stands at about one-half of what it was in 1920 and the same situation exists with respect to employment. Other industries, upon whom the railroad industry depends for its existence, have been making their contribution toward the general welfare, but the railroads have been riding along doing nothing in that direction. The employees' committee said that they thought it a fair statement of fact to say that unless the railroad industry does assume its share of the responsibility for improving the general social well-being of the people of the country and makes available an increased share of consuming power, support and sympathy from these other mass production industries will soon vanish.

Since 1920 the people who control the railroad industry have received the benefits of the industry; the stockholders and bondholders have taken out of the industry about 14 billion dollars in dividends and interest payments. The railroad industry, according to the books of the carriers, is said to be worth about 26 billion dollars. Stocks and bonds outstanding, including intercorporate investments, stand at about 18 billion dollars. The owners have obtained out of the industry in the last 18 years more than 100% of the capital they put into it, while the employees received the paltry increase of 1.8c an hour and have suffered a loss of more than one million jobs; in addition the railroads have instituted part time employment and are now requesting the men to take a 15% cut in their wages. The carriers' committee was told emphatically that in view of the history of the industry the employees are not the people to be expected to come to its assistance at this time. Those who have profited in the years gone by from the conduct of this industry, who have had control of the financial and operating policies, ought to assume full responsibility for whatever difficulties it may now have.

Attention was called to the fact that the carriers' committee in commenting on the matter of increased efficiency, had said that capital was the silent partner in the industry. The employees' committee stated that capital is the silent partner now because they are off hiding in the corner and calling upon the employees to give of their wages in order to enable the carriers to pay what they owe the bankers. It is absolutely unreasonable for the railroads to seek a reduction in the employees' wages, because one of the tragic things of human existence is the experience of a little family trying to divide up a railroad workers' pay check on pay day, when there just isn't enough money to make ends meet. The children cannot have many of the bare necessities of life, and it is a miracle how people working for the railroads at these low wages are able to make ends meet.

On the matter of competition, it was pointed out that on numerous occasions the representatives of railroad labor have endeavored to cooperate with the railroads to regulate competition but they would not go along because they were divided in their own ranks on this question. The carriers' committee was advised that the Railway Labor Executives' Association knew of no reason to change its policy in this direction; that it was always ready to cooperate to bring about desirable regulation. The inability of the railroads to meet competition is no fault of labor because the employees have disclosed that the cost of labor going into the service which is furnished the public has declined by more than \$3.00 on every thousand tons of revenue freight handled one mile, while the railroads have only reduced the cost to the public of

slightly more than $\frac{1}{2}$ of the reduction made for labor. The bald facts are that while the share going to labor has constantly decreased, the share going to the people who control the industry has gone up.

The interest payments made to the bondholders reached as high as 16.9c out of every dollar the railroads took in. Under such conditions the railroad industry nor any other industry can remain solvent when it requires 16.9c out of every dollar taken in to pay for the money they have borrowed in connection with the purchase and ownership of the industry. It was pointed out that the interest payments reached a low at one time of 7.7c out of every dollar taken in by the railroads. The dividend payments reached a low of 3c and went up as high as 9.4c out of every dollar taken in. The dividend payments of 9.4c and the high interest payments of 16.9c, produce a total of 26.3c out of every dollar taken in for the use of capital. There are few, if any, records comparable to this in industry today. In 1931 railroad dividends and interest payments went up to 20.3c; 1932 to 19.8c; 1933 to 20c; 1934 to 19.7c; 1935 to 18.4c and in 1936 it dropped to 16.4c, in 1937 it went back up again to somewhere near what it was in earlier years.

The carriers' committee has endeavored to make it appear that many of their difficulties were caused by their labor costs, when as a matter of fact the labor charge has constantly gone down. The ratio going to labor has gone down while the ratio going to other items has gone up.

It was suggested that the carriers' committee have Mr. Sam Dunn, Editor of the Railway Age, write an editorial about high material prices and in that article also call attention to the fact that the men working in the industries supplying those materials are receiving higher wages than those paid railroad employees. It was pointed out that the employees think Mr. Dunn is a very versatile writer and should be able to write such an article. Further that the railroads are paying Mr. Dunn \$15,000 a year to carry on a propaganda campaign and that his latest efforts have been to try and destroy the confidence of the employees in their representatives.

Reference was again made to the Splawn Committee report and the employees' committee stated that it is regrettable that conditions developed which made it impossible for Congress to enact some legislation that would have met some of the railroad problems. It was again pointed out that the chief executives had met with a committee of railroad presidents to see if some program could be developed that would help the railroads, because it was pointed out to the railroad presidents' committee that there were other questions of more importance to the railroads from the point of relief than the question of wages, and that the railroads needed the cooperation of their men to help solve some of their problems.

Attention of the carriers' committee was called to the fact that on two occasions the President of the United States requested the railroad presidents not to reduce wages, as the business recession was only temporary in character; that he was going to use the influence of the government to get business going again and there would be no necessity to reduce wages. Recently the President called upon the people of the nation to unite in resisting any effort to reduce wages. The efforts of the railroads in trying to bring about a reduction in wages will have the effect of destroying what the government is trying to do to correct the general situation. The employees' committee pointed out that there are other and more effective means of solving the railroad problem that would not upset the general economic situation; that they thought, with the cooperation of the government, a solution to the basic problems in our industry could be found.

On the general question it was stated on behalf of the employees that it was a pleasure to answer the carriers' request for a wage reduction because all of the facts are with us. We think that is also apparent to the carriers' committee. They have set forth nothing to substantiate their request and as time goes on, unless some calamity hits the country, they will be in a more favorable position than they are today. There does not exist any merits or any facts upon which the carriers can rest their case with any hope of success. Whatever the railroad problem, responsibility for relieving that condition does not rest with the employees; it belongs to those who control the industry and its financial policies.

In conclusion the employees' committee advised the carriers' committee that by authority of the representatives of the employees involved they most respectfully, but emphatically, declined their request for a reduction in wages; that they desired the representatives of the railroads to understand they had enjoyed the conference and the attitude they have displayed, but that they believed they made a gross mistake in undertaking this procedure; that their answer definitely and specifically to their request for a 15% reduction in wages is that no reduction in wages of the men would be accepted.

Mr. Enochs, speaking for the carriers' committee, then stated that his committee understood the position of the employees and that in so far as direct negotiations are concerned they are automatically closed upon adjournment. Mr. Enochs then stated it would be their purpose to ask the National Mediation Board to take jurisdiction in the proceeding because that is the next step provided by law and they felt they should take that step. Mr. Enochs then asked if we would join the carriers in requesting the services of the Mediation Board. Chairman Harrison stated that was a matter which would have to be considered by the chief executives before definite reply could be given.

Upon adjournment of the joint conference, the representatives of the labor organizations considered the request of the carriers' committee that a joint application for the services of the National Mediation Board be made. The representatives of the labor organizations decided not to join with the carriers in invoking the services of the National Mediation Board, but accepted the services of the Board when they were subsequently proffered on application made by the carriers' committee.

With the closing of this statement, arrangements were made for the National Mediation Board to commence mediation proceedings at Chicago on Thursday, August 11, 1938.

For the Organizations:
E. J. McClees

For the Organizations:

H. J. Arries, B. M. Jewell, A. E. Lyon

Appendix "C" (Page 50)

EASTERN TERRITORY

LIST OF RAILROADS, ETC., AS REPRESENTED BY THE CARRIERS' JOINT CONFERENCE COMMITTEE, AND THEIR EMPLOYEES REPRESENTED BY THE EIGHTEEN COOPERATING ORGANIZATIONS AS INDICATED BY "X".

(Authority is co-extensive with the scope of Agreements as to classes of Employees)

ORGANIZATIONS

- | | | |
|--|--|--|
| 1—Brotherhood of Locomotive Engineers | 8—International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America | 13—International Brotherhood of Firemen, Oilers, Helpers, Roundhouse and Railway Shop Laborers |
| 2—Brotherhood of Locomotive Firemen & Enginemen | 9—International Brotherhood of Blacksmiths, Drop Forgers and Helpers | 14—Brotherhood of Railroad Signalmen of America |
| 3—Order of Railway Conductors | 10—Sheet Metal Workers' International Association | 15—Order of Railroad Telegraphers |
| 4—Switchmen's Union of North America | 11—International Brotherhood of Electrical Workers | 16—National Organization Masters, Mates & Pilots of America |
| 5—Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express and Station Employees | 12—Brotherhood Railway Carmen of America | 17—National Marine Engineers' Beneficial Association |
| 6—Brotherhood of Maintenance of Way Employees | | 18—International Longshoremen's Association |
| 7—International Association of Machinists | | |

RAILROADS, ETC.

RAILROADS, ETC.	RAILWAY EMPLOYEES' DEPARTMENT— AMERICAN FEDERATION OF LABOR										MARINE DEPARTMENT EMPLOYEES					Miscellaneous (I L Assn.)					
	Brotherhood of Locomotive Engineers	Brotherhood of Locomotive Firemen & Enginemen	Order of Railway Conductors	Switchmen's Union of North America	Clerical and Station Forces (B of Ry & S S C F H E & S E)	Maintenance of Way Em- ployees (B of M of W E)	Machinists (I A of M)	Boilermakers (I B of B I S B & H of Am.)	Blacksmiths (I B of B D F & H)	Sheet Metal Workers (S M W I Assn.)	Electrical Workers (I B of E W)	Carmen (B R G of Am.)	Firemen & Oilers, etc. (I B of F O H R & R S L)	Signalmen (B of R S of Am.)	Telegraphers (O of R T)		Lighter Captains (I L Assn.)	Deck Room Personnel		Engine Room Personnel	
																		(I L Assn.)	(N O M M & P of Am.)	(I L Assn.)	(I L Assn.)
Akron & Barberton Belt Railroad Company, The T Akron, Canton & Youngstown Railway Company, The R Ann Arbor Railroad Company, The	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
	(g)	(g)	X	X	(h)	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Baltimore & Ohio Railroad Company, The Baltimore & Ohio (New York Terminals) Bessemer & Lake Erie Railroad Company	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Boston & Maine Railroad Boston Terminal Company, The Buffalo Creek Railroad Bush Terminal Company	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Canadian National Railway Lines in New England Champlain & St. Lawrence Railroad Company Canadian National Railway Lines in New York St. Clair Tunnel Company United States & Canada Railroad Company	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Central Railroad Company of New Jersey, The Central Vermont Railway, Inc. Central Vermont Terminal, Inc.	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
T Chicago, Indianapolis & Louisville Railway Company Cincinnati Union Terminal Company Chicago Union Station Company	X	X	(J)	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Dayton Union Railway Company, The Delaware, Lackawanna & Western Railroad Co., The Detroit & Toledo Shore Line Railroad Company, The	X	X	(J)	X	(a)	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	

EASTERN TERRITORY—Continued

(Authority is co-extensive with the scope of Agreements as to classes of Employees)

[illegible]

EASTERN TERRITORY—Continued

LIST OF RAILROADS, ETC., AS REPRESENTED BY THE CARRIERS' JOINT CONFERENCE COMMITTEE, AND THEIR EMPLOYEES REPRESENTED BY THE EIGHTEEN COOPERATING ORGANIZATIONS AS INDICATED BY "X".

(Authority is co-extensive with the scope of Agreements as to classes of Employees)

	RAILWAY EMPLOYEES' DEPARTMENT AMERICAN FEDERATION OF LABOR				MARINE DEPARTMENT EMPLOYEES				Miscellaneous (I L Assn.)												
	Machinists (I A of M)	Boilermakers (I B of M & H of Am.)	Blacksmiths (I B of M & H of Am.)	Sheet Metal Workers (S M W I Assn.)	Electrical Workers (I B of E W)	Carmen (B R G of Am.)	Firemen & Oilers, etc. (I B of F O H R & S I)	Signalmen (B of R S of Am.)	Telegraphers (O of R T)	Lighter Captains (I L Assn.)	Deck Room Personnel (I L Assn.)	Engine Room Personnel (I L Assn.)	(N M E B Assn.)								
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)
RAILROADS, ETC.	Brotherhood of Locomotive Engineers	Brotherhood of Locomotive Firemen & Enginemen	Order of Railway Conductors	Switchmen's Union of North America	Clerical and Station Forces & (B of Ry & S S C F H B & S E)	Maintenance of Way Employees (B of M of W E)	Machinists (I A of M)	Boilermakers (I B of M & H of Am.)	Blacksmiths (I B of M & H of Am.)	Sheet Metal Workers (S M W I Assn.)	Electrical Workers (I B of E W)	Carmen (B R G of Am.)	Firemen & Oilers, etc. (I B of F O H R & S I)	Signalmen (B of R S of Am.)	Telegraphers (O of R T)	Lighter Captains (I L Assn.)	Deck Room Personnel (I L Assn.)	Engine Room Personnel (I L Assn.)	(N M E B Assn.)		
RAILWAY EXPRESS AGENCY, INC.																					

NOTES:—(a) Organization certified as representing, but agreement still under negotiation
 (b) Includes Deck Personnel In Ferry Service, National Organization Masters, Mates & Pilots of America certified as representing but agreement still under negotiation.
 (c) Miscellaneous employees at Pier 18 Coal Dumper, Jersey City, N. J.
 (d) Coal Dumper employees.
 (e) Coal Dumper employees at Weehawken, N. J.
 (f) Coal Dumper employees on what were formerly known as the Buffalo & Susquehanna, and Buffalo, Rochester & Pittsburgh; also separate agreement for Engineers Toledo Division.
 (g) Includes separate agreements on what were formerly known as the Buffalo & Susquehanna, and Buffalo, Rochester & Pittsburgh; also separate agreement for Engineers Toledo Division.
 (h) Includes employees on Baltimore & Ohio Elevators, and Baltimore & Ohio Warehouses, Camden Station, (Baltimore) and Cincinnati, Ohio.
 (i) Includes employees of the Illinois Division covered by separate agreements.
 (j) Includes Yardmasters.
 (k) Includes Train Dispatchers.
 (l) Taken care of by Note in Schedule of Regulations and Rates of Pay for the Government of Engineers, Firemen, Yardmen and Hostlers, effective November 1st, 1929, reading: "Engineers, Firemen, Yardmen and Hostlers shall be paid the same rates that prevail on other rail lines in the Akron and Barborton District."
 (m) In Receivership. (n) In Trusteeship—Subject to approval of Court.

For the Carriers:

S. H. Schneider

For the Carriers:

H. J. Arries, B. M. Jewell, A. E. Lyon

WESTERN TERRITORY

LIST OF RAILROADS, ETC., AS REPRESENTED BY THE CARRIERS' JOINT CONFERENCE COMMITTEE, AND THEIR EMPLOYEES REPRESENTED BY THE EIGHTEEN COOPERATING ORGANIZATIONS AS INDICATED BY "X".

(Authority is co-extensive with the scope of Agreements as to classes of Employees)

RAILROADS, ETC.	Engi- neers	Fire- men	Conduc- tors	Switch- men	Tele- graphers	RAILWAY EMPLOYEES' DEPARTMENT—AMER- ICAN FEDERATION OF LABOR							Firemen and Oilers	Clerks	Mainten- ance of Way	Signal- men	Masters and Mates	Marine Engi- neers	Long- shore- men
						Machin- ists	Boiler- makers	Black- smiths	Sheet Metal Workers	Elect- rical Workers	Carmen								
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	
Alameda Belt Line Alton & Southern R. R. Alton R. R.	X	X X X	X		X	X X	X X	X X	X X	X	X X	X	X X X	X	X				
Arkansas & Mem. Ry. Br. & Ter. Co. Atchison, Topeka & Santa Fe Ry. Gulf, Colorado & Santa Fe Ry. Panhandle & Santa Fe Ry.	X X X X	X X X X	X X X X		X X X X								X X X X		X X X X	X X X X			
Atchison, Union Ry. & Depot Co. Baltimore & Ohio Chicago Ter. R. R. Belt Ry. Co. of Chicago	X X	X X			X	X X	X X	X X	X X	X X	X X	X X	X X X X	X X	X X				
Burlington-Rock Island R. R. Butte, Anaconda & Pacific Ry. Camas Prairie R. R.	X X X	X X X	X X X		X	X X X X	X X X X	X X X X	X X X X	X X X X	X X X X	X		X X			X X X X		
T Chicago & Eastern Illinois Ry. T Chicago & North Western Ry. T Chicago & Western Indiana R. R. T Chicago, Burlington & Quincy R. R.	X X X X	X X X X	X X X X		X X X X	X X X X	X X X X	X X X X	X X X X	X X X X	X X X X	X X X X	X X X X X X	X X X X X	X X X X X				
T Chicago Great Western R. R. (Includes South St. Paul Terminal Formerly operated by St. Paul Bridge & Terminal Ry.)	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
T Chicago, Milwaukee, St. Paul & Pacifi- c R. R. T Chicago, Terre Haute & Southeastern Ry.	X X	X X	X X		X X	X X	X X	X X	X X	X X	X X	X X	X X X X	X X X X	X X X X	X X X X	X X X X		
T Chicago, Rock Island & Pacific Ry. T Chicago, Rock Island & Gulf Ry. T Peoria Terminal Co.	X X X	X X X	X X X	X X X	X X X	X X X	X X X	X X X	X X X	X X X	X X X	X X X	X X X X X X	X X X X X	X X X X				
Chicago, St. Paul, Minneapolis & Omaha Ry. Colorado & Southern Ry. Colorado & Wyoming Ry.	X X	X X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X	X X X	X X	X X				

For explanation of Notes see Page 8 of this Appendix

WESTERN TERRITORY—Continued

LIST OF RAILROADS, ETC., AS REPRESENTED BY THE CARRIERS' JOINT CONFERENCE COMMITTEE, AND THEIR EMPLOYEES REPRESENTED BY THE EIGHTEEN COOPERATING ORGANIZATIONS AS INDICATED BY "X".

(Authority is co-extensive with the scope of Agreements as to classes of Employees)

RAILROADS, ETC.	RAILWAY EMPLOYEES' DEPARTMENT—AMERICAN FEDERATION OF LABOR										Signal-men				Masters and Mates		Marine Engineers	Long-shoremen
	Engi-neers	Fire-men	Conduc-tors	Switch-men	Tele-graphers	Machin-ists					Clerks	Mainten-ance of Way	Signal-men	Masters and Mates				
						BoLE	BoLF & E	OofRC	SUoofNA	OofRT					IaofM	IBof BISB & HofA			IBof BDF & H	SMWIA	IBof EW	BRCof A	IBof F & O	BoFR & SSC FHE & SE	BoCM of WE	BoFR & ota	NOMM & Pota
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)
Davenport, Rock Island & Northwestern Ry. T Denver & Rio Grande Western R. R. Denver & Salt Lake Ry.	X X X	X X X	X X	X	X X X	X X	X X	X X	X X	X X	X X	X X	X X	X X X	X			
Denver Union Terminal Ry. Des Moines Union Ry. Iowa Transfer Ry.	X	X			X	X	X	X	X	X	X X		X X X	X X X	X			
Duluth, Missabe & Iron Range R. R. Duluth Union Depot & Transfer Co. Duluth, Winnipeg & Pacific Ry.	X	X	X		X X	X X	X X	X X	X X	X X	X X	X X	X X X	X X X				
East Portland Freight Terminal East St. Louis Junction R. R. Elgin, Joliet & Eastern Ry.	X	X X	X		X	X	X	X	X	X	X	X	X	X	X			
El Paso Union Passenger Depot Co. Fort Worth & Denver City Ry. Wichita Valley Ry.	X X	X X	X X		X X	X X	X X	X X	X X	X X	X X	X X	X X X	X X X	X X			
Fort Worth Belt Ry. Galveston, Houston & Henderson R.R. Galveston Wharf Co.	X	X X X		X X	X	X	X	X	X	X	X		X	X	X			
Great Northern Ry. Green Bay & Western R. R. Kewaunee, Green Bay & Western R. R. Ahnapee and Western Ry.	X X X	X X X	1-X X X		X X X	X X X	X X X	X X X	X X X		X X X		X X X	X X X	X			
Gulf Coast Lines T New Orleans, Texas & Mexico Ry. T Beaumont, Sour Lake & West. Ry. T Orange & Northwestern R. R.	X X X		X X X		X X X	X X X	X X X	X X X	X X X	X X X	X X X		X X X	2-X 2-X 2-X	X X X			
T St. Louis, Brownsville & Mexico Ry. T New Iberia & Northern R. R. T Houston & Brazos Valley Ry.	X X X	X X	X X X		X X X	X X X	X X X	X X X	X X X	X X X	X X X		X X X	2-X 2-X 2-X	X X X			
T San Antonio, Uvalde & Gulf R. R. T Sugar Land Ry. T Rio Grande City Ry.	X X X	X X X	X X X		X X X	X X X	X X X	X X X	X X X	X X X	X X X		X X X	2-X 2-X 2-X	X X X			
T Asherton & Gulf Ry. T San Antonio Southern Ry. T Iberia, St. Mary & Eastern R. R.	X X X	X X	X X X		X X X	X X X	X X X	X X X	X X X	X X X	X X X		X X X	2-X 2-X 2-X	X X X			
T San Benito & Rio Grande Valley Ry. T Asphalt Belt Ry.	X X	X X	X X		X X	X X	X X	X X	X X	X X	X X		X X	2-X 2-X	X X			
T Houston North Shore Ry. T International-Great Northern R. R.	X X	X	X X		X X	X X	X X	X X	X X	X X	X X		X X	2-X 2-X	X X			
Harbor Belt Line R. R. Houston Belt & Terminal Ry.	X	X			X	X	X	X	X	X	X		X X	X X	X			
Illinois Central R. R. Yazoo & Mississippi Valley R. R. (Including A & V-VS & P) Gulf and Ship Island R. R. Chicago & Illinois Western R. R.	X X X X	X X X	X X X	X	X X X	X X X	X X X	X X X	X X X	X X X	X X X	X X X	X X X	X X X	X X X	X X X		

WESTERN TERRITORY—Continued

LIST OF RAILROADS, ETC., AS REPRESENTED BY THE CARRIERS' JOINT CONFERENCE COMMITTEE, AND THEIR EMPLOYEES REPRESENTED BY THE EIGHTEEN COOPERATING ORGANIZATIONS AS INDICATED BY "X".

(Authority is co-extensive with the scope of Agreements as to classes of Employees)

RAILROADS, ETC.	Engl-neers	Fire-men	Conduc-tors	Switch-men	Tele-graphers	RAILWAY EMPLOYEES' DEPARTMENT—AMERICAN FEDERATION OF LABOR						Firemen and Oilers	Clerks	Maintenance of Way	Signal-men	Masters and Mates	Marine Engineers	Long-shore-men
						Machin-ists	Boiler-makers	Black-smiths	Sheet Metal Workers	Effect-ual Workers	Carmen							
	BofLE	BofLF & E	OofRC	SUofNA	OofRT	IAofM	IBof BISB & Hofa	IBof BDF & H	SMWIA	IBof EW	BRCof A		BofR & SSC PHE & SE	BofM of WE	BofRS of A	NOMM & PofA	NMEEA	ILA
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)
Kansas City Southern Ry. Arkansas Western Ry. Joplin Union Depot Co.	X X	X X	X X		X								X					
Kansas City Terminal Ry. Lake Superior Term. & Transfer Co. Litchfield & Madison Ry.	X X X	X X X		X	X	X X	X X	X X	X	X	X X	X	X X	X	X			
Los Angeles Junction Ry. Memphis Union Station Co.	X					X	X		X	X	X	X						
Midland Valley R. R. Kansas, Oklahoma & Gulf Ry. Oklahoma City-Ada-Atoka Ry.	X X X	X X X	X X X		X X X	X X	X X	X X	X X	X X	X X		X X	X X X				
Minneapolis, Northfield & Sou. Ry. T Mlnn., St. P. & Salt Ste. Marie Ry. T Duluth, South Shore & Atlantic Ry. T Mineral Range R. R.	X X X X	X X X X	X X X X		X X X X	X X X X	X X X X	X X X X	X X X X	X X X X	X X X X	X X X X	X X X X	X X X X	X			
Minnesota & International Ry. Big Fork & International Falls Ry. Minnesota Transfer Ry.	X X X	X X X	X X X	X	X X X	X	X	X	X	X	X		X	X X X				
Missouri-Kansas-Texas R. R. Missouri-Kansas-Texas R. R. Co. of Texas Beaver, Meade & Englewood R. R.	X X X	X X X	X X X		X X X	X X X	X X X	X X X	X X X	X X X	X X X		X X X	X X X	X X X			
T Missouri Pacific R. R. T Missouri-Pacific R. R. Northern Pacific Ry.	X X X	X X X	X X X		X X X	X X X	X X X	X X X	X X X	X X X	X X X	X X X	X X X	3-X 4-X X	X X			
Northern Pac. Term. Co. of Oregon Northwestern Pacific R. R. Ogden Union Ry. & Depot Co.	X X X	X X X	X		X X	X X	X X	X X	X X	X X X	X X X	X X	X X X	X X X		X	X	
Oregon, California & Eastern Ry. Peoria & Padin Union Ry. Port Terminal Railroad Association	X X X	X X X									X	X	X X	X X				
Pueblo Union Depot & Railroad Co. St. Joseph Terminal R. Co.	X	X										X	X X	X				
T St. Louis-San Francisco Ry. T St. Louis, San Francisco & Texas Ry. Birmingham Belt R. R.	X X X	X X X	X X X		X X X								X X X	X X X	X X X			
T St. Louis Southwestern Ry. T St. Louis Southwestern Ry. Co. of Texas St. Paul Union Depot Co.	X X X	X X X	X X X	X	X X	X	X X		X	X	X X	X X	X X X	X X X				
Salt Lake City Union Depot & R. R. Co. San Diego & Arizona Eastern Ry. Sioux City Terminal Ry.	X X X	X X X	X	X	X	X	X	X	X	X	X	X	X X	X				
South Omaha Terminal Ry. Southern Pacific Co.—Pacific Lines Spokane, Coeur d'Alene & Palouse Ry.	X X X	X X X	7-X X		X X	X X	X X	X X	X X	X X	X	X	X	X X X	X	X		

For explanation of Notes see Page 8 of this Appendix

WESTERN TERRITORY—Continued

LIST OF RAILROADS, ETC., AS REPRESENTED BY THE CARRIERS' JOINT CONFERENCE COMMITTEE, AND THEIR EMPLOYEES REPRESENTED BY THE EIGHTEEN COOPERATING ORGANIZATIONS AS INDICATED BY "X".
(Authority is co-extensive with the scope of Agreements as to classes of Employees)

RAILROADS, ETC.	RAILWAY EMPLOYEES' DEPARTMENT—AMERICAN FEDERATION OF LABOR												Firemen and Oilers	Clerks & SSC FHE & SE	Maintenance of Way	Signal-men	Masters and Mates	Marine Engineers	Long-shoremen
	Engl-neers	Fire-men	Conduc-tors	Switch-men	Telegraphers	Electrical Workers						Carmen							
						Machin-ists	Boiler-makers	Blacksmiths	Sheet Metal Workers	IBof EW	BRCoF A								
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	
Spokane, Portland & Seattle Ry. Oregon Trunk Ry.	X X	X X	X X		X X	X X	X X	X X	X X			X X	X X	X X					
Oregon Electric Ry. United Railways Co.	X X		X X		X X	X X	X X	X X	X X			X X	X X	X X					
Spokane Union Station Co. Ter. Railroad Assoc. of St. Louis Texarkana Union Station Trust	X	X			X	X	X	X	X	X	X		X X X	X	X				
Texas & New Orleans R. R. (Sou. Pac. Lines in Texas & La.) Galveston, Harrisburg & San Antonio Ry. Texas & New Orleans R. R.	X X	X X	X X																
Louisiana Western R. R. Morgan's Louisiana & Texas R. R. & S. S. Co. Iberia & Vermillion R. R.	X X X	X X X	X X X											X	X				
Houston & Texas Central R. R. Texas Midland R. R. Galveston, Harrisburg & San Antonio Ry. (Austin Div.)	X X X	X X X	X X X																
Houston East & West Texas Ry. Houston & Shreveport R. R.	X X	X X	X X																
Texas & Pacific Ry. Texas-New Mexico Ry. Ablene & Southern Ry.	X X X	X X X	X X X		X	X	X	X	X	X	X		X	X	X				
Cisco & Northeastern Ry. Weatherford, Mineral Wells & Northwestern Ry. Texas Short Line Ry.	X X	X X	X X																
Texas Pacific-Missouri Pacific Ter. R. R. of New Orleans Tidewater Southern Ry. Tulsa Union Depot Co.	X X	X	X		X	X	X	X	X	X	X		X X	X		X	X		
Union Pacific R. R. Union Railway Company (Memphis) Union Terminal Co. (Dallas)	X X	X X X	X		X X	X X X	X X X	X X	X X	X X	X X X	X X	X X X	X X 5-X	X				
Union Terminal Ry. Co. (St. Joseph) R Wabash Ry. T Western Pacific R. R.	X X	X X X	X X	X	X X	X X	X X	X X	X X	X X	X X	X X	X X X	X X X	X X X	X X	X X		
Dallas Car Interchange & Inspection Bureau						X	X			X	X		X						
Pacific Car Demurrage Bureau													X						
Pacific Fruit Express Company											X		X						

EXPLANATION OF NOTES (WESTERN TERRITORY)

NOTES:

(1): Includes Yardmasters.

(2): Authority from the following railroads:

New Orleans, Texas & Mexico Ry.
St. Louis, Brownville & Mexico Ry.
Beaumont, Sour Lake & Western Ry.

Orange & Northwestern R. R.
New Iberia & Northern R. R.
Houston & Brazos Valley Ry.

San Benito & Rio Grande Valley Ry.
Sugarland Ry.
Asherton & Gulf Ry.

San Antonio Southern Ry.
Rio Grande City Ry.
Asphalt Belt Ry.

Iberia, St. May & Eastern R. R.
International-Great Northern R. R.
San Antonio, Uvalde & Gulf R. R.
Houston North Shore Ry.

is subject to exception that authorization shall not empower Carriers' Joint Conference to act for, to negotiate, or in any manner disturb the following rule now a component part of the wage agreement between these railroads and employees thereon represented by the Brotherhood of Maintenance of Way Employees, effective March 1, 1928, reading:

"EXTRA GANGS"

"Rates of pay for extra gang laborers to be established by Management."

(3): Authority from the Missouri Pacific Railroad is subject to exception that authorization shall not empower Carriers' Joint Conference Committee to act for, to negotiate, or in any manner disturb the following agreement between this railroad and employees thereon represented by the Brotherhood of Maintenance of Way Employees: "Rates of pay for extra gang laborers to be established by Management."

(4): Authority from the Missouri-Illinois Railroad is subject to exception that authorization shall not empower Carriers' Joint Conference Committee to act for, to negotiate, or in any manner disturb the following rule now a component part of the wage agreement between this railroad and Brotherhood of Maintenance of Way Employees, effective May 1, 1935, reading:

"Rule 29, * * * The rates of pay now in effect (except rates of pay for extra gang laborers, which shall be established by the Management) * * *."

(5): Authority from the Union Railway Company (Memphis) is subject to exception that authorization shall not empower Carriers' Joint Conference Committee to act for, to negotiate, or in any manner disturb the following agreement between this railway and employees thereon represented by the Brotherhood of Maintenance of Way Employees: "Rates of pay for extra gang laborers to be established by Management."

(6): Includes former E. P. & S. W. System and former Ariz. & East. R. R.

(7): Includes former E. P. & S. W. System.

(R)—Receivership; (T)—Trusteeship;—Subject to approval of Court.

September 1, 1938.

SOUTHEASTERN TERRITORY

LIST OF RAILROADS, ETC., AS REPRESENTED BY THE CARRIERS' JOINT CONFERENCE COMMITTEE, AND THEIR EMPLOYEES REPRESENTED BY THE EIGHTEEN COOPERATING ORGANIZATIONS AS INDICATED BY "X".

(Authority is co-extensive with the scope of Agreements as to classes of Employees)

RAILROADS, ETC.	RAILWAY EMPLOYEES' DEPARTMENT—AMERICAN FEDERATION OF LABOR												Firemen and Oilers	Clerks	Maintenance of Way	Signal-men	Masters Mates and Pilots	Marine Engineers	Longshoremen	
	Engi-neers	Fire-men	Conduc-tors	Switch-men	Tele-graphers							Carmen								Elect-ric-al Work-ers
						Machin-ists	Boiler-makers	Black-smiths	Sheet Metal Work-ers	Elect-ric-al Work-ers	Carmen									
	BoLE	BoLF & E	OoFRC	SUoCNA	OoFRT	IAoFM	IBoF BISH & HoFA	IBoF BDF & H	SMWIA	IBoF EW	BRCof A	IBoF F & O	BoFR & SSC FHE & SE	BoFM oIWE	BoFRS oIA	NOMM & PoFA	NMEBA	ILA		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)		
Atlantic Coast Line	X	X	X		X	X	X		X		X		X	X (i)		X (j)	X			
Atlanta & West Point-Western Ry. of Alabama	X	X	X		X	X	X	X	X	X	X		X							
Atlanta Joint Terminals																				
Birmingham Southern	X	X	X		X	X	X	X	X	X	X			X	X					
R Central of Georgia	X	X	X		X	X	X	X	X	X	X									
Charleston & Western Carolina	X	X	X		X	X	X	X	X	X	X									
Chesapeake & Ohio	X (a)	X (a)	X (a)		X	X	X	X	X	X	X			X	X			X (k)		
Cincinnati	X	X	X		X	X	X	X	X	X	X			X	X					
Columbus & Greenville	X	X	X		X	X	X	X	X	X	X			X	X					
R Florida East Coast	X	X	X		X	X	X	X	X	X	X			X	X					
Georgia	X (b)	X (b)	X (b)		X	X	X	X	X	X	X			X	X					
Gulf Mobile & Northern	X	X	X		X	X	X	X	X	X	X			X	X					
Jacksonville Terminal	X	X	X		X	X	X	X	X	X	X			X	X					
Kentucky & Indiana Terminal	X	X	X		X	X	X	X	X	X	X			X	X					
Louisville & Nashville	X	X	X		X	X	X	X	X	X	X			X	X					
Nashville, Chattanooga & St. Louis	X	X	X		X	X	X	X	X	X	X			X	X					
R Norfolk Southern	X	X	X		X	X	X	X	X	X	X			X	X					
Norfolk & Portsmouth Belt	X	X	X		X	X	X	X	X	X	X			X	X					
Norfolk & Western	X	X	X		X	X	X	X	X	X	X			X	X					
Richmond, Fredericksburg & Potomac	X	X	X		X	X	X	X	X	X	X			X	X					
Savannah Union Station	X	X	X		X	X	X	X	X	X	X			X	X					
R Seaboard Air Line	X	X	X		X	X	X	X	X	X	X			X	X					
Southern Railway	X (c)	X (c)	X (c)		X	X	X	X	X	X	X			X	X					
Alabama Great Southern	X (d)	X (d)	X (d)		X	X	X	X	X	X	X			X	X					
Belt Railway Co. of Chattanooga	X	X	X		X	X	X	X	X	X	X			X	X					
Cincinnati, Burnside & Cumberland River	X	X	X		X	X	X	X	X	X	X			X	X					
Cincinnati, New Orleans & Texas Pacific	X	X	X		X	X	X	X	X	X	X			X	X					
Georgia Southern & Florida	X	X	X		X	X	X	X	X	X	X			X	X					
Harriman & Northeastern	X	X	X		X	X	X	X	X	X	X			X	X					
New Orleans & Northeastern	X	X	X		X	X	X	X	X	X	X			X	X					
New Orleans Terminal	X	X	X		X	X	X	X	X	X	X			X	X					
Northern Alabama	X	X	X		X	X	X	X	X	X	X			X	X					
St. Johns River Terminal	X	X	X		X	X	X	X	X	X	X			X	X					
Woodstock & Blocton	X	X	X		X	X	X	X	X	X	X			X	X					
Tennessee Central	X	X	X		X	X	X	X	X	X	X			X	X					
Virginian	X	X	X		X	X	X	X	X	X	X			X	X					

NOTES:—

- (a) Includes Hocking Division
- (b) Includes N.O.G.N.
- (c) Includes East St. Louis Terminal
- (d) Includes Belt Railway Company of Chattanooga
- (e) Cincinnati—Ludlow Yards only
- (f) Includes Dispatchers
- (g) Includes Moulders
- (h) Represented by Committee which represents shop group
- (i) Foremen, mechanics, helpers, steam shovel engineers and crane men, pile driver engineers, hoisting engineers, ditcher engineers and pump repairers
- (j) Includes unlicensed deck personnel
- (k) For Newport News, Va. only
- (l) Agreement subject to approval of courts with reference to roads in hands of receivers or trustees.

September 1, 1938

For the Carriers:

H. Purcell

For the Organizations:

H. J. Arries, B. M. Jewell, A. E. Lyon

RESULT OF STRIKE BALLOT
WAGE REDUCTION MOVEMENT OF 1938
Western Railroads (District No. 1)

NAME OF RAILROAD	FOR STRIKE										AGAINST STRIKE										Total Vote For	Non-Union For	Members B. L. F. & E. For	Total Vote Against	Non-Union Against	Members B. L. F. & E. Against	Percentage of Mems. B. L. F. & E. on Railroads	Total Vote on Railroad	Percentage of Total Vote For				
	Members B. L. F. & E.					Non-Union					Members B. L. F. & E.					Non-Union																	
	Engineers	Firemen	Hostlers	Hostler Helpers	Engineers	Firemen	Hostlers	Hostler Helpers	Engineers	Firemen	Hostlers	Hostler Helpers	Engineers	Firemen	Hostlers	Hostler Helpers																	
Alameda Belt Line R. R.	3	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11	0	0	0	0	11	100.00	11	100.00	11	100.00	
Alton R. R.	18	188	9	0	0	35	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	215	36	0	0	0	251	99.54	252	99.54	252	99.54	
Alton & Southern Ry.	15	15	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	30	5	0	0	0	35	100.00	35	100.00	35	100.00	
Atchison, Topeka & Santa Fe Ry. (Proper)	136	834	35	1	0	49	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1006	54	0	0	0	1060	95.81	1105	95.81	1105	95.81	
Atchison, Topeka & Santa Fe (Coast Lines)	129	528	11	6	0	14	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	674	18	0	0	0	690	876	99.70	892	99.71	892	99.71
Baltimore & Ohio-Chicago Terminal R. R.	4	22	5	0	0	14	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	31	15	0	0	0	46	100.00	46	100.00	46	100.00	
Belt Ry. of Chicago	8	81	4	0	0	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	93	7	0	0	0	100	100.00	100	100.00	100	100.00	
Burlington Rock Island R. R.	11	23	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	34	1	0	0	0	35	100.00	35	100.00	35	100.00	
Butte, Anaconda & Pacific Ry.	2	30	2	1	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	35	0	0	0	0	35	100.00	38	100.00	38	100.00	
Chicago, Burlington & Quincy R. R.	345	1010	61	7	0	55	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1423	60	0	0	0	1483	97.26	1529	96.99	1529	96.99	
Chicago & Eastern Illinois R. R.	33	135	13	0	1	15	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	175	18	0	0	0	193	181	96.68	201	96.02	201	96.02
Chicago, Great Western R. R.	42	192	7	0	0	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	247	33	2	0	0	280	249	99.20	282	99.29	282	99.29
Chicago, Gt. West. R. R. (So. St. P. Ter. R. R.)	2	5	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	1	0	0	0	10	90.00	12	83.33	12	83.33	
Chicago, Milwaukee, St. Paul & Pac. Ry. (West)	60	185	6	0	0	51	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	251	54	0	0	0	305	252	99.80	306	99.67	306	99.67
Chicago, Milwaukee, St. Paul & Pac. Ry. (East)	293	812	43	19	14	171	15	6	0	0	0	0	0	0	0	0	0	0	0	0	0	1167	206	0	0	0	1378	1175	99.32	1381	99.42	1381	99.42
Chicago & North-Western Ry.	240	1051	4	4	1	98	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1299	103	0	0	0	1402	1321	98.33	1426	98.32	1426	98.32
Chicago & Western Indiana R. R.	9	18	4	0	0	2	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	31	2	0	0	0	33	100.00	33	100.00	33	100.00	
Chicago, Rock Island & Pacific Ry.	146	854	52	2	1	78	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1054	85	2	0	0	1139	1075	98.05	1162	98.02	1162	98.02
Chicago, St. Paul, Minneapolis & Omaha Ry.	80	196	11	6	4	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	290	29	0	0	0	319	291	99.66	320	99.69	320	99.69
Colorado & Southern Ry.	34	67	6	4	0	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	111	10	0	0	0	121	112	99.11	122	99.18	122	99.18
Colorado & Wyoming R. R.	15	3	3	0	0	2	7	1	0	0	0	0	0	0	0	0	0	0	0	0	0	26	10	0	0	0	36	27	96.30	37	97.30	37	97.30
Davenport, Rock Island & Northwestern Ry.	3	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	12	0	0	0	0	13	92.31	13	92.31	13	92.31	
Denver & Rio Grande Western R. R.	124	363	29	15	3	50	1	8	0	0	0	0	0	0	0	0	0	0	0	0	0	531	62	0	0	0	593	534	95.44	597	99.33	597	99.33
Denver & Salt Lake R. R.	2	25	6	5	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	38	2	0	0	0	40	41	92.68	44	93.18	44	93.18
Dee Moines Union Ry.	5	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	15	2	0	0	0	17	15	100.00	17	100.00	17	100.00
Duluth, South Shore & Atlantic Ry. and Mineral Range R. R.	4	32	2	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	38	4	0	0	0	42	42	90.48	46	91.30	46	91.30
Duluth, Winnipeg & Pacific	6	26	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	32	0	0	0	0	32	100.00	32	100.00	32	100.00	
East St. Louis Junction Ry.	7	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	19	0	0	0	0	19	100.00	20	100.00	20	100.00	
Elgin, Joliet & Eastern Ry.	38	125	18	5	0	19	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	184	25	0	0	0	209	187	98.39	212	98.58	212	98.58
Fort Worth Belt Ry.	3	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	0	0	0	0	11	90.91	11	90.91	11	90.91	
Fort Worth & Denver City Ry. & Wichita Valley Ry.	1	57	1	4	0	19	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	63	23	0	0	0	86	63	100.00	86	100.00	86	100.00
Galveston, Houston & Henderson R. R.	2	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	0	0	0	0	6	9	77.78	9	77.78	9	77.78
Galveston Wharf Company	4	7	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	14	0	0	0	0	14	100.00	14	100.00	14	100.00	
Great Northern Railway	212	730	23	6	0	104	1	11	0	0	0	0	0	0	0	0	0	0	0	0	0	971	118	0	0	0	1087	981	98.88	1098	98.91	1098	98.91
Green Bay & Western R. R.	4	26	1	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	31	0	0	0	0	37	100.00	37	100.00	37	100.00	
Gulf, Colorado & Santa Fe Ry.	36	147	16	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	199	2	0	0	0	201	208	95.67	212	94.81	212	94.81
Houston Belt & Terminal Ry.	12	29	6	0	0	114	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	47	12	0	0	0	59	48	97.92	60	98.00	60	98.00
Illinois Central R. R.	270	804	66	8	0	110	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1143	22	0	0	0	1165	1148	98.56	1270	99.53	1270	99.53
International & Great Northern Ry.	20	172	6	0	0	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	199	8	0	0	0	207	201	98.00	210	98.57	210	98.57
Kansas City Southern Ry.	13	100	0	2	0	13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	115	0	0	0	0	115	100.00	128	100.00	128	100.00	
Kansas City Terminal Ry.	1	19	2	0	0	6	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	22	7	0	0	0	29	22	100.00	29	100.00	29	100.00
Kansas, Oklahoma & Gulf Ry.	3	30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	33	0	0	0	0	33	100.00	33	100.00	33	100.00	
Lake Superior Terminal & Transfer Ry.	11	16	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	27	1	0	0	0	28	27	100.00	28	100.00	28	100.00
Midland Valley R. R																																	

RESULT OF STRIKE BALLOT WAGE REDUCTION MOVEMENT OF 1938 Western Railroads (District No. 1)—Continued.

NAME OF RAILROAD	FOR STRIKE										AGAINST STRIKE										Total Vote For	Non-Union For	Members B. L. F. & E. For	Total Vote Against	Non-Union Against	Members B. L. F. & E. Against	Percentage of Mem- bers B. L. F. & E.	Total Vote on Rail- road	Percentage of Total Vote For			
	Members B. L. F. & E.					Non-Union					Members B. L. F. & E.					Non-Union																
	Engineers	Firemen	Hostlers	Hostlers	Helpers	Engineers	Firemen	Hostlers	Hostlers	Helpers	Engineers	Firemen	Hostlers	Hostlers	Helpers	Engineers	Firemen	Hostlers	Hostlers	Helpers												
Oregon-California & Eastern R. R.	2	23	0	0	0	1	0	0	0	0	10	1	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00	11		
Peoria & Pekin Union Ry.	17	5	1	0	0	1	2	0	0	0	35	3	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	92.10	41	
Port Terminal Railroad Association	14	13	0	0	0	1	3	0	0	0	27	3	30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00	16	
St. Joseph Terminal R. R.	3	6	2	0	0	0	0	0	0	0	11	0	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00	30	
St. Louis, Brownsville & Mexico Ry.	1	45	1	0	0	0	3	0	0	0	47	3	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	91.67	12	
St. Louis, South-Western Ry.	28	176	2	2	0	0	0	0	0	0	208	5	213	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00	50	
St. Louis-San Francisco Ry.	143	502	50	50	8	43	1	0	0	0	703	44	747	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	99.53	214
St. Paul Union Depot Co.	1	4	0	0	0	0	0	0	0	0	5	1	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00	99.34	
San Antonio, Uvalde & Gulf R. R.	1	24	0	0	0	0	0	0	0	0	25	0	25	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00	762	
San Diego & Arizona Eastern Ry.	6	8	0	0	0	0	0	0	0	0	12	0	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00	6	
Sioux City Terminal Ry.	2	7	1	0	0	0	0	0	0	0	10	1	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00	25	
South Omaha Terminal R. R. Co.	4	5	0	0	0	1	0	0	0	0	9	1	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00	12	
Southern Pacific Co. (Atlantic System)	120	383	0	0	0	0	27	0	0	0	503	27	530	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00	10
Southern Pacific Co. (Pacific System)	300	1613	58	58	28	80	6	4	0	0	1999	90	2089	4	6	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	99.07	535
Spokane, Portland & Seattle Ry.	18	114	1	3	0	3	0	0	0	5	136	8	144	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	99.48	2100
Terminal R. R. Assn. of St. Louis	50	157	2	0	0	5	1	0	0	0	209	6	215	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	99.31	145
Texas & Pacific Ry.	58	316	3	1	0	15	0	0	0	0	378	15	393	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	99.05	217
Union Pacific R. R. (Eastern District)	176	777	69	21	0	23	0	0	0	0	1043	23	1068	4	16	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	378	383
Union Pacific R. R. (Central District)	44	305	8	0	0	21	2	0	0	0	357	23	380	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	99.02	585
Union Pacific R. R. (Northwestern District)	83	214	18	1	0	23	3	0	0	0	296	26	322	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	99.02	585
Union Pacific R. R. (Southwestern District)	87	198	4	2	0	3	1	1	0	0	271	5	276	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	99.05	217
Union Railway of Memphis	11	16	1	0	0	0	0	0	0	0	28	2	30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	378	383
Union Terminal (Dallas)	1	8	1	2	0	0	0	0	0	0	10	0	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00	10
Union Terminal Ry. Co. (St. Joseph, Mo.)	4	5	0	0	0	1	0	0	0	0	9	2	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00	9
Wabash Ry. and Ann Arbor R. R.	151	415	28	0	0	52	3	0	0	0	592	55	647	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	99.50	652
Western Pacific R. R.	62	143	9	4	0	2	1	2	0	0	218	5	223	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	99.54	224
TOTAL DISTRICT No. 1	4270	16900	791	181	37	1577	90	56	22142	1760	23902	89	204	311	342	22454	98.61	24248	98.59													

RESULT OF STRIKE BALLOT
WAGE REDUCTION MOVEMENT OF 1938
Eastern Railroads (District No. 2)

NAME OF RAILROAD	FOR STRIKE						Total Vote For	AGAINST STRIKE						Total Vote Against	Members B. L. F. & E. on Railroads	Percentage of Total Vote For
	Members B. L. F. & E.			Non-Union				Members B. L. F. & E.			Non-Union					
	Engineers	Firemen	Hostlers	Hostler Helpers	Engineers	Firemen		Hostlers	Hostler Helpers	Engineers	Firemen	Hostlers	Hostler Helpers			
Akron, Canton & Youngstown	2	18	5	0	0	0	0	30	0	0	0	0	0	0	0	100.00
Baltimore & Ohio R. R. (Buffalo Division)	329	1264	175	2	7	194	29	2004	6	11	2	0	19	24	100.00	
Baltimore & Ohio R. R. (Buf. & Susq. District)	17	139	15	10	4	14	2	203	0	0	1	0	0	0	98.94	
Baltimore & Ohio R. R. (Buf. & Susq. District)	1	15	2	2	0	5	0	25	0	0	0	0	0	0	99.45	
Bessemer & Lake Erie R. R.	14	51	2	0	1	0	1	71	0	0	0	0	0	0	100.00	
Boston & Albany R. R.	62	195	26	0	1	7	2	293	2	8	0	0	10	10	96.59	
Boston & Maine R. R.	166	415	43	0	1	18	9	652	7	3	0	0	10	10	99.42	
Buffalo Creek R. R.	15	15	2	3	1	14	1	51	1	0	0	0	1	2	97.22	
Canadian National Ry. (Grand Trunk Western)	18	145	13	5	2	6	0	189	2	0	0	0	1	1	96.23	
Canadian National Ry. (Lines in New England)	2	17	5	0	0	3	0	27	2	3	0	0	3	7	93.41	
Central R. R. of New Jersey	55	329	40	3	0	29	2	459	1	1	0	0	2	1	99.53	
Central Vermont Ry.	12	68	13	2	0	1	2	88	1	3	0	0	4	4	95.51	
Chesapeake & Ohio R. R. (Hocking Division)	55	96	26	16	0	11	0	205	0	0	0	0	0	0	92	
Chicago, Indianapolis & Louisville Ry.	11	76	8	4	0	11	1	111	0	2	0	0	2	1	93.51	
Chicago Junction Ry. & Chicago River & Ind. R. R.	21	42	7	0	0	13	0	83	0	0	0	0	0	0	113	
Cleveland, Cincinnati, Chicago & St. Louis Ry.	174	486	72	8	0	63	16	823	0	7	0	0	7	1	99.06	
Delaware, Lackawanna & Western R. R.	65	396	56	3	0	38	2	563	3	6	0	0	9	0	98.43	
Detroit, Toledo & Ironton R. R.	13	25	4	0	0	12	0	41	0	0	0	0	0	0	52	
Detroit & Toledo Shore Line R. R.	4	16	9	0	0	2	1	32	0	0	0	0	0	0	63	
Erle R. R.	221	578	91	12	4	86	10	1002	2	4	0	0	6	0	100.00	
Indianapolis Union Ry.	0	10	3	0	0	1	0	15	0	1	0	0	2	0	83.24	
Lake Terminal R. R.	18	13	0	0	0	7	0	41	0	0	0	0	1	0	42	
Lehigh & New England R. R.	24	41	11	4	1	0	2	91	0	0	0	0	0	0	97.67	
Lehigh Valley R. R.	111	454	69	6	0	36	8	686	0	0	0	0	0	0	91	
Long Island R. R.	73	122	25	0	0	7	4	231	0	0	0	0	0	0	100.00	
Louisville & Jeffersonville Bridge Co.	2	3	1	0	0	3	0	10	0	0	0	0	0	1	86.67	
Maine Central R. R.	14	103	15	4	0	8	2	148	0	1	0	0	0	0	17	
Michigan Central R. R.	150	333	35	1	0	20	4	544	3	14	0	0	18	5	99.27	
Monongahela Ry.	3	22	9	0	0	0	0	34	0	0	0	0	0	0	96.65	
McKeesport Connecting R. R.	7	8	0	0	0	0	0	15	0	0	0	0	0	0	34	
Newburgh & South Shore R. R.	7	5	6	0	1	5	0	24	1	0	0	0	1	0	15	
New York Central R. R. (Lines East)	386	1193	33	0	11	143	6	1772	17	6	0	0	23	24	94.74	
New York Central R. R. (West of Buffalo)	200	548	51	3	2	77	22	904	0	3	0	0	0	0	98.59	
New York Central R. R. (Catskill Mt. Branch)	7	13	0	0	0	1	0	21	0	0	0	0	0	0	907	
New York Central R. R. (Ill. Div.) & Ind. Harbor Belt R.	57	140	12	0	0	15	0	224	2	1	0	0	3	0	200.00	
New York Central R. R. (Ohio Central Lines)	55	129	20	0	3	76	4	287	1	1	1	0	3	4	98.63	
New York, Chicago & St. Louis R. R. (NKP Dist.)	48	123	24	0	4	30	6	235	2	1	0	0	0	1	98.33	
New York, Chic. & St. L. R. (Lake Erie & Wn. Dis.)	25	43	6	0	1	18	0	98	0	5	0	0	6	8	92.94	
New York, Chic. & St. L. R. (Cleveland Dist.)	8	68	9	0	0	11	0	100	0	1	0	0	1	1	99.01	
New York, New Haven & Hartford R. R.	132	429	79	1	0	29	6	676	0	8	2	1	11	12	98.31	
New York, Ontario & Western Ry.	27	83	8	4	3	21	0	146	1	3	0	0	4	4	97.33	
New York, Susquehanna & Western Ry.	1	21	5	5	34	337	28	29	0	0	0	0	0	0	150	
Pennsylvania Co. (Lines East)	779	1897	305	2	0	28	6	3391	74	82	14	1	171	29	100.00	
Pennsylvania Co. (Lines West)	328	1084	147	0	11	220	32	1539	3	33	6	0	50	12	96.89	
Pennsylvania-Reading Seashore Lines	26	74	6	0	0	21	0	129	11	8	2	0	13	2	1884	
Pere Marquette Ry.	81	192	26	0	2	37	3	341	2	0	0	0	2	1	99.34	
Pittsburgh & Lake Erie R. R.	32	88	31	0	8	42	11	212	2	3	2	0	7	4	95.07	
Pittsburgh & Shawmut R. R.	1	1	0	0	0	0	0	9	0	0	0	0	0	0	223	
Pittsburgh, Shawmut & Northern R. R.	5	16	3	0	0	0	0	24	0	1	0	0	0	0	9	
Pittsburgh & West Virginia Ry.	8	17	6	1	0	5	0	37	0	0	0	0	1	1	96.00	
Reading Company	118	372	71	4	4	95	11	678	11	17	4	0	32	4	714	
River Terminal Ry.	5	5	3	0	8	8	0	29	0	1	0	0	0	0	94.64	
Staten Island Rapid Transit Ry.	12	13	3	0	0	4	0	35	0	0	0	0	0	0	30	
Union Freight R. R.	32	40	11	0	0	13	0	28	2	0	0	0	0	0	35	
Washington Terminal Co.	3	4	0	0	0	6	3	9	2	0	0	0	2	2	96.35	
Wheeling & Lake Erie Ry.	31	115	20	0	0	24	1	191	1	0	0	0	1	0	94.87	
TOTAL DISTRICT No. 2	4078	12218	1670	105	121	1845	254	2257	160	239	34	3	436	79	515	97.64

RESULT OF STRIKE BALLOT WAGE REDUCTION MOVEMENT OF 1938 Southeastern Railroads (District No. 3)

NAME OF RAILROAD	FOR STRIKE										Total Vote For	Non-Union For	Members B. L. F. & E. For	AGAINST STRIKE										Total Vote Against	Members B. L. F. & E. Against	Non-Union Against	Total Vote Against	Percentage of Members B. L. F. & E. For	Total Vote on Railroad	Percentage of Total Vote For																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
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Atlanta Joint Terminal	4	20	4	0	0	0	4	2	6	28	12	40	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

SUMMARY

DISTRICT No. 1	4270	16900	791	181	37	1577	90	56	22142	1760	23902	89	204	18	3	23	4	1	311	31	342	22454	98.61	24245	98.59
DISTRICT No. 2	4076	12216	1670	105	121	1845	254	37	18057	2257	20324	160	239	34	3	59	9	3	436	79	515	13503	97.64	20839	97.53
DISTRICT No. 3	640	3739	414	123	13	824	91	93	4916	1021	5937	4	37	5	3	7	1	0	49	8	57	4965	99.01	5994	99.05
GRAND TOTAL	8986	32855	2875	409	171	4246	435	186	45125	5038	50163	253	480	57	6	89	14	4	796	118	914	45922	98.26	51078	98.21

**RADIO ADDRESS OF GEORGE M. HARRISON, CHAIRMAN OF THE COMMITTEE OF 18 CO-OPERATING RAILROAD LABOR ORGANIZATIONS, STATION WMAQ,
SEPTEMBER 25, 1938.**

In making this statement I am speaking for the more than 800,000 railroad workers represented by the 18 railroad labor organizations, which are cooperating in resisting the efforts of the railroads to cut wages 15%.

Pursuant to a vote of the workers represented by these organizations, a strike has been called to take effect at 6:00 P. M. on September 30, 1938. This means, at that hour, all railroad workers of the railroads that ordered the wage cut will strike.

In view of the seriousness of this step I deem it only fair both to the workers and to the people of the country that I make a full and frank statement of the reasons for this action.

Strike Only Defense Now

A strike has been called because it is the only means now available to railroad workers to defend themselves against the declared purpose of railroad managers to put a 15% wage cut into effect at 12:01 A. M., October 1st. The employees have, in full compliance with the Federal law, exhausted every other means of defending and maintaining the present wages, and now only by invoking the right to strike can further defense be made.

Direct Negotiations

On last May 12th the railroad managers announced their intention of putting a 15% wage-cut into effect July 1st. They first presented their demand for a wage-cut to the workers on the various railroads and were advised by the workers that they would not consent to it. Thereupon the managers requested a national conference between representatives of the managements and the workers. This demand was promptly agreed to. Conferences began in the city of Chicago on July 20th and continued from day to day until August 4th. During the conferences representatives of the managements, presenting their request for a 15% reduction in wages, had much to say about the alleged financial plight of the railroads, but at no time made the contention that the wages now paid were too high.

The representatives of the workers presented to the representatives of the managements the full facts with respect to existing wages and earnings of railroad workers (some of which I shall presently set forth) and brought forward conclusive reasons why wages should not be cut. The workers' representatives thereupon urgently requested the railroads to withdraw their request and make an end of the controversy.

Mediation Invoked

Following the failure to bring about any agreement by direct conferences and negotiations, the services of the Mediation Board were invoked, as provided by law. The Board met with the representatives of railroads and the workers at frequent intervals from August 11th to August 31st. Again the railroads' representatives failed to make any contention that present wages are too high. The workers presented to the Mediation Board, as they had presented directly to the representatives of the managements, a full and accurate statement of the present wages and earnings of railroad workers and the reasons why wages should not be reduced. In these conferences the workers pressed their request to the managements for a withdrawal of the proposal to cut wages. The railroads' representatives instead of acceding to this request renewed their declaration of intention to cut the wages of their employees 15%. On September 15th they made announcement, followed by formal notice, of their intention to put a 15% wage cut into effect, at 12:01 A. M., October 1st.

Thus it will be seen that step by step railroad workers have answered the carriers but their answers have been unheeded and that they must now either invoke their right to strike or suffer the wage cut to go into effect.

Wage-cut Unjust to Workers and to the Country

For railroad workers to consent to the proposed wage-cut would be not only a gross injustice to themselves but also a wrong to the social and economic life of the country.

Wages Inadequate

A wage-cut of 15%, or any other per cent, would be an injustice to railroad workers because their present wages, taking the industry as a whole, are grossly inadequate. Due to the persistent propaganda of railroad managements, many people have been misled as to the wages paid railroad workers. The public has been led to believe that railroad workers constitute a select group of American workers; that they have more regular employment and higher wages than other workers. Let us look at the facts.

Facts About Railroad Wages

From data compiled by the Railroad Retirement Board based on sworn reports made to the Board by the railroads, we are able to give the public full and accurate information with respect to the number of employees, their regularity of employment and their earnings. In 1937, 1,740,799 men found employment over varying periods of time in railroad work. Only 917,900 of them were in anything like regular employment. This number found employment for some period of time for each of 12 months. 823,000 of the total number were employed in 11 or less months during the year. That is to say, 823,000 or 47% were irregularly employed, while only 53% had what might be called regular employment.

Average Earnings

The average annual earnings per employee for the year 1937 was \$1,115.00 or approximately \$93 per month. That includes the regular employees as well as the irregular employees. While the average for those employed throughout the year was \$1,785.00, or a little under \$150.00 a month, the average of the 822,000 irregular employees was only \$367.00 for the whole year or approximately \$30 per month. Out of the total of nearly one and three-quarter million employees, only 4,000, exclusive of the officials, received as much as \$300 per month. Fifty-five per cent received less than \$100.00 per month; 37% received less than \$50 per month.

Tens of thousands of these workers are today receiving wages so low as to constitute nothing short of a scandal to the railroad industry. To propose a wage-cut for these men is on the same moral plane as snatching food from the emaciated hands of a starving man.

Wage Scale Agreed to by Carriers

We wish the public further to understand that the wages which the railroad managements of the country now propose to cut were agreed to in national agreements made in August and October of last year. At that time they realized that the wages they had been paying theretofore were too low and agreed to increase them so as to bring them up to the present level.

Wages Practically Same as in 1920

But even with the increases granted last year the wage level in this industry is only one cent per hour higher than that established by a government board in 1920, eighteen years ago. At that time the National Labor Board, following most exhaustive investigations, fixed wage standards approximately the same as they are at the present time.

Wages Increases in Other Industries

During these past 18 years there have been pronounced increases in wages in practically every other American industry and the average increase in manufacturing industries has been 11c per hour.

Present Wages in Other Industries

Not only have there been larger wage increases in other industries than in the railroad industry in recent years but at the present time the industries which furnish the major supplies to the railroad industry are paying wages much higher than are paid in our industry. Here are a few figures of hourly wages now being paid in other major industries:

Railroad	72.1
Agricultural Equipment	80.7
Automobile Manufacturing	94.8
Electrical Manufacturing Industry	80.5
Iron and Steel Manufacturing	84.2
Rubber Manufacturing	84.0
Engines, Turbines, Tractors and Water Wheels.....	81.5
Cash Registers, Adding Machines and Calculating Machines	81.8
Rubber Tires and Inner Tubes.....	98.3
Shipbuilding	83.3
Electric Light and Power and Manufactured Gas.....	84.1
Telephone and Telegraph	85.5
Crude Petroleum Producing	83.9
Chemical Manufacturing	79.3
Petroleum Refining	98.0
Book and Job Printing.....	80.6
Newspaper and Periodical Printing	99.4
Beverage Production	84.1
Coal Mining, Bituminous	87.9
Coal Mining, Anthracite	93.2

Employee Responsibility and Productivity Increased

Railroad men are receiving substantially the same wage today that they were paid in 1920. They are today operating the same industry with substantially the same mileage as they operated in 1920 but the number of men now doing the work is approximately one-half of the number employed in 1920. The result is that the responsibility placed upon each employee has practically doubled. But with the increased burden and responsibility placed upon the individual employee there has come only a one cent per hour increase in wages. Measured by their increased responsibility, efficiency and productivity, railroad workers are today receiving the lowest wage they have received in any previous period of railroad history. The workers share of the dollar taken in has been reduced since 1920 by 10.6c.

In the light of these facts, the conclusions in inescapable that a wage cut would be a gross injustice to railroad workers.

Railroad Profits

Railroad profits since 1920 have amounted to 16½ billion dollars or approximately 917 million dollars per year. It is estimated that at the close of this year the railroads should have a profit of more than 700 million dollars after paying all operating expenses. Reports of railroad earnings for the month of August show rail profits about the same as August last year. Forecasts for the last four months indicate that carloadings will exceed the similar period of last year. Business levels do not justify a cut in wages.

Fair Wage Standards Our National Policy

We have been, since the beginning of President Roosevelt's administration, committed to the proposition that fair wage standards are essential not only to the maintenance of a decent standard of life for American workers but likewise essential to general welfare of the country. We are thoroughly committed to the proposition that well-paid workers are good consumers, good producers, and valuable assets to the industry employing them; to the communities in which they live and to the country. Well paid workers are essential to the prosperity of modern industry. It is essential to the prosperity of the automobile, the radio, the telephone, the electrical appliance and other modern industries that the people generally be able to buy and enjoy their products. Only well-paid workers can buy them. Strike wages down to a bare subsistence level and you strike down the farmers' markets. We are building our whole economic life today upon the assumption that the great masses of the people will be able to buy the things which industry and our farms produce.

Wage-cut Would Injure Business

A cut of railroad workers wages would be the signal for wage-cuts in other industries and would strike at the foundation of our modern economic and industrial structure. It would stop national recovery and prosperity. It could easily lead to another business nose dive. This would injure the railroad industry more than a wage-cut could possibly help it.

Resistance of Wage-cut Serves Railroads

In resisting the proposed wage-cut, we are serving the railroads better than their owners and managers who proposed it. We are trying to prevent them from committing economic suicide.

This is no time for a downward and backward movement. Business is on the up-grade. We stand ready to cooperate with the owners and managers of business and with the leaders of government to move it steadily upward. We appeal to railroad managers to do likewise. We shall resist their effort to cut wages and destroy business recovery with every resource at our command.



RADIO ADDRESS OF H. A. ENOCHS, CHAIRMAN, CARRIERS' JOINT CONFERENCE COMMITTEE, OVER STATION WMAQ, SEPTEMBER 27, 1938.

At the outset, I want to express our appreciation to the National Broadcasting Company and to Station WMAQ for this opportunity which has been afforded us to present to the public the facts regarding the proposed 15 per cent reduction in railroad wages.

Before discussing basic facts, however, I would like to correct any possible misunderstanding regarding a railroad strike. It has been announced that the vast majority of railroad men have voted to strike rather than accept a wage reduction, creating the impressions that a strike is only a few days away, and that the earnings of railroad men are so low that the men will strike if their wages are cut. Neither of these impressions is true.

After railroad employees had refused arbitration, as proffered by the National Mediation Board under the law, the men practically were compelled to vote for a strike. The railroad industry is unique in that it has a special law under which certain methods are established for settling labor disputes. As the last step, this law provides for an Emergency Board, which the President may appoint only when there is a threat to interrupt transportation service. Remember that fact. The President cannot appoint an Emergency Board unless there is a strike threat. So what is more natural than for employees to vote to strike, not because they mean it, but merely to secure the creation of an Emergency Board?

The men know that, under the law, no action can be taken by either party for 60 days after the creation of this Board. Wages cannot be cut and a strike cannot be called. Thus, the strike vote was taken merely as a matter of strategy. Under these circumstances it was easy to pile up a huge majority. Piling up this huge majority was made even easier by the fact that the poll was not a secret one: each voter had to sign his name to his ballot.

Such a vote is no indication as to what the result would be if a real strike were voted upon. We are confident that railroad employees and their leaders fully recognize their responsibilities to their industry and to their nation.

Some persons, also, may have been misled by the statement that a study recently made by the Railroad Retirement Board showed that average earnings of railroad employees amounted to only \$1,115 in 1937. Such a study was made, but no adequate explanation has been made as to how this average was reached, and just what it includes.

In every-day railroad operation, a certain number of employees is required, this number varying somewhat as traffic varies. But on top of this normal employment, there are other factors.

Suppose we have a heavy snowstorm. Casual laborers are employed, for perhaps a day, to clear the switches in stations and in freight and passenger yards. Or, suppose a section of track is washed out. Casual laborers are employed, perhaps for a week, to help rebuild the track. But should the railroads pay a year's wages to these men who have been employed for perhaps a day or a week? The answer is obviously no. Yet this average of \$1,115 is calculated as though these men had worked throughout the entire year.

Of the persons covered by this report, 13 per cent worked in only one month, and 7 per cent worked in only two months. In other words, one-fifth of the men covered by this report worked in two months or less. These are not railroad men. The railroads do not owe them a year's salary for working in only one or two months. If we take the correct figures from this study, we find that the persons who worked in each of the twelve months of 1937 received not \$1,115, but average wages of \$1,785.

You may have been told of alleged huge profits which the railroads supposedly have made. Look at the official record. Net income earned by the railways in the six years from 1932 to 1937, inclusive, amounted to \$108,000,000. In the first half of 1938 the railroads had a net deficit of \$181,000,000—a deficit in six months which more than wiped out the net income of six years.

A representative of our employees told you last night that step by step, under the law, railroad workers had answered the carriers. He is absolutely correct, in one regard. We first met our employees in conferences about this wage reduction. Their answer was no, not a cent. We then met them in mediation. Their answer was no. We then accepted the proffer of the National Mediation Board to submit the question to an Arbitration Board, whose decision is binding. Again the employees answered no. We have been answered, but the answer has always been no. Yet there is one question which we asked our employees which has never been answered. That question is, where is the money coming from to pay these wages? Instead of the answer being no, there has been no answer.

Finally, we have been accused of attempting to deflate labor. We're not trying to deflate railroad wages. We're only trying to get them down to a proper level, consistent with the conditions of today and not of a super-1929. Here is our viewpoint.

A reduction in railroad wages is necessary, is justified, and is inevitable, in the national interest.

A wage reduction is necessary because the railroad industry cannot continue to pay present wage scales without disaster. These scales are yielding our employees average hourly earnings 15 per cent higher than those they received in 1929. Remember that fact. Average hourly earnings of railroad men today are 15 per cent higher than they were in 1929, the peak year of national prosperity.

We are not trying to reduce wages merely because they are high. We are seeking to reduce them because the present wage burden is crushing the railroad industry. There must be some readjustment of our expenses, to bring them more nearly in line with our reduced income. No industry can continue to exist if it is forced to spend more than it takes in. The present lack of balance is apparent from the fact that out of every dollar you pay us for a passenger ticket or for a freight bill, almost one-half goes out immediately in wages. Remember that fact. Railroad employees receive practically fifty cents out of each dollar we take in.

While our employees receive hourly earnings 15 per cent higher than in 1929, what has happened to their industry? Almost one-third of the railroad mileage of the country is in bankruptcy. Our net income has disappeared. The result of railroad operation in the first half of 1938 was a deficit of more than \$181,000,000. This is a net loss of \$1,000,000 a day, or of more than \$40,000 an hour. It is clear that a reduction in railroad wages is necessary.

A reduction in railroad wages is justified by all the factors which must determine rates of pay. Even in 1929 railroad workers were better paid than were workers in other industries. In that year the weekly earnings of regularly employed railroad men were higher than the weekly earnings of all employees in the United States were higher than the average farmer's weekly income; and were higher than then the weekly wages of farm labor. In other words, railroad men entered the depression on a wage level much higher than did other workers in the country.

What has happened since 1929? Average weekly earnings of all employees in the United States have fallen 14 per cent. The weekly income of the average farmer has fallen 28 per cent. Weekly wages of farm labor have fallen 29 per cent. Yet despite the fact that other earnings are down, the average weekly earnings of regularly employed railroad workers are now higher than they were in 1929. Remember these facts: that in 1929 railroad workers received better wages than did other workers; and that since 1929 the earnings of railroad men have gone up, while there has been a decrease in the earnings of all employees in the United States; in the income of the farmer; and in the earnings of farm labor.

Railroad wages have gone up. The cost of living has come down. Therefore the weekly pay of the average railroad worker will now buy more than in 1929. Remember this fact. The purchasing power of regularly employed railroad workers is now 26 per cent greater than it was in 1929. All the factors which must determine rates of pay prove that a reduction in railroad wages is justified.

Finally, a wage reduction is inevitable in the national welfare. With a 26-billion dollar industry on the verge of disaster, there can be no sound and lasting national recovery. We rank among the nation's largest employers. However, since 1929 there has been a loss of 790,000 railroad jobs. Part of this reduction in employment has been due to reduced traffic, but a very substantial part has been due to our inability to pay for labor at the present high wage scales. During the past year alone, 245,000 railroad men have been laid off.

Furthermore, when conditions permit, the railroads are one of our most important national customers. In 1929, which was not one of our peak buying years, we spent \$1,330,000,000 for the materials and supplies used in railroad operation. In 1938, if we are able to maintain our present rate of buying, we will spend about \$560,000,000 for this same purpose. This represents a loss in sales to our basic industries of \$770,000,000. Several hundred thousand men throughout the United States have lost their jobs because of the reduction in railroad purchases forced by lack of money and lack of credit. There could be no greater forward step toward national prosperity than the restoration of the railroad, as buyers.

When these men who have been thrown out of work in other industries are added to our own men who have lost their jobs, it is clear that the railroads, in their present condition, cannot aid in restoring prosperity. They can only be a drag on recovery.

We will appear before the Emergency Board with evidence so strong, so complete and so incontrovertible that the railroads' position cannot be challenged: that a reduction in the present level of railroad wages is necessary, is justified, and is inevitable in the public interest.



THE WAGES of RAILROAD LABOR 1938

"We hope that in the future private enterprise—capital and labor alike—will operate more intelligently together, and in greater cooperation with their own government than they have in the past.

"Such cooperation on the part of both of them will be very welcome to me. *Certainly at this stage there should be a united stand on the part of both of them to resist wage cuts which would further reduce purchasing power.*"

FRANKLIN D. ROOSEVELT,
Radio Address — June 24, 1938.

Explanatory

ON MAY 12, 1938, the railroads of the country served notice on their employes of intention to reduce wages 15 per cent effective as of July 1, 1938. The maintenance of wage levels, as has been strongly emphasized during the past several years and particularly during the past several months, by the President of the United States, other public officials in high offices and leading economists, is no longer a matter of exclusive concern of employer and employe.

It is now generally recognized that the maintenance and extension of mass purchasing power is necessary to the social and economic well being of the American nation.

For this reason the people of the United States are entitled to know the facts relating to the proposed reduction in railroad wages.

For many years the railroads have literally flooded the country with propaganda supporting their various activities and objectives. The extent, however, to which the carriers have attempted to misguide public opinion has not been generally recognized.

The present campaign to reduce railroad wages has proved no exception insofar as tactics are concerned. The country again has been flooded with literature attacking the "high" wages of railroad employes.

Those who travel observe stately displays in passenger stations, find propaganda pamphlets at their plates in railroad diners, on their seats and in their berths in the railroad coaches and Pullmans—all indicating that railroad wages should be cut. Railroad advertisements in newspapers and periodicals carry the same thought. Recently 300,000 copies of a 16-page statement entitled *Railroads and Railroad Wages* was circulated throughout the length and breadth of the country—distributed to newspapers, periodicals, chambers of commerce and to other public and private institutions and individuals—for one purpose—to prejudice the public mind against one million American citizens who earn their livelihood by giving their best efforts and their very lives to railroad service.

Because of the vital public interest in the instant matter, it has been felt that the true facts relating to the proposed railroad wage cut should be made available for public consideration. That is the purpose of the present statement.

GEORGE M. HARRISON, Chairman,
Railway Labor Executives' Association,
306 Labor Building,
10 Independence Avenue,
Washington, D. C.

WHAT IS RAILROAD LABOR?

ONE MILLION AMERICAN CITIZENS ENGAGED IN ALL KINDS OF RAILROAD WORK

AT THE PRESENT time about 1,150,000 American wage earners earn their livelihood through their employment with the railroads of the United States. These individuals attend the same churches and lodges that the average American citizen attends and pay the same taxes. Their children attend the same schools. They are a part of every community throughout the country. For many years railroad men have been recognized as high class responsible American citizens.

These one million railroad employes do many kinds of work connected with the running of trains and the furnishing of safe and efficient railroad transportation to the public. Engineers run the locomotives. Firemen fire the engines. Conductors are responsible for the movement of the trains. Switchmen make up trains and perform yard service. Train dispatchers and railroad telegraphers direct the movement of the trains and relay all essential information.

In railroad offices and at the passenger and freight stations railway clerks serve the public by selling tickets, receiving and delivering freight, checking cars, and keeping the accounts of the railroads.

In the railroad shops and round houses, machinists, boilermakers, blacksmiths, carmen, stationary firemen and oilers, and other shopmen repair and build locomotives and cars.

Signals are inspected and repaired by expert signalmen, and the tracks and bridges of the railroads are kept in condition in all kinds of weather by maintenance-of-way men.

All of these employes and others engaged in work not mentioned are railroad employes. Their one purpose is to insure that the trains go through, and that the public is afforded adequate, safe and efficient railroad transportation service.

Bound Together in 21 Crafts or Classes

As a result of many years of development, railroad employes, for the purpose of collective bargaining, have joined themselves together in 21 separate crafts or classes. The 21 crafts or classes are represented by the 21 standard railroad labor organizations, national in scope. The chief executives of 20 of these organizations constitute the Railway Labor Executives' Association which speaks for more than $\frac{3}{4}$ million railroad workers.

The railroad industry, as may be observed on second thought, is essentially a "labor industry." The continuous moving of passengers and commodities and incidental work connected therewith 24 hours a day and 365 days a year naturally requires a larger amount of labor than other industries which operate only during the daytime and only on week days.

This unique requirement of the railroad industry for a comparatively large labor force, rather than high wages as intimated by railroad managements, explains why the railroad wage bill is the largest single item of railway operating expenses. If railroad wages were cut in half—if all railroad employes worked for one-half the pay which they now receive—wages would still constitute the largest single item of railroad expense because labor is the chief requirement of the railroad industry.

Collective Bargaining Guaranteed by Railway Labor Act

Inasmuch as the railroad industry is so closely connected with the public welfare, both in times of peace and in times of war, Congress since 1888 has laid down requirements governing the relations of the railroads and their employes, and the procedure to be followed in the settlement of questions affecting wages, hours, and working conditions.

It was not until 1926, however, that a procedure which was equitable and satisfactory was finally enacted into law. The Railway Labor Act of 1926 incorporates the procedure which has evolved through experience since 1888.

The Act was amended in 1934 and now lays down certain steps to be followed by railway managements and railway labor in composing their differences.

In general the Railway Labor Act as amended provides that when any railroad or any craft or class of employes proposes a change in the existing wage rates or rules governing working conditions, at least 30 days notice must be served upon the representatives of the other party.

Thus the individual railroads on last May 12 served notice upon the local representatives of the several crafts or classes of employes on most of the railroads throughout the country of the desire to reduce wages 15%.

The law requires that within ten days after the receipt of such notices the railroad representatives and the representatives of the crafts or classes of employes must agree upon a time and place for a conference on the change in wages or rules proposed, and that an initial conference with respect to the particular matter must be held within the 30 days following the serving of the notice.

Thus the local representatives of the 21 standard railway labor organizations on the individual railroads throughout the country, shortly after May 12 last, when the railroad notices were served, agreed upon a time and place for discussing the proposed wage cut. Subsequently conferences were held on the individual railroads.

Since 1932 general changes in railroad wage rates have been discussed and ultimately agreed upon in national conference between a carriers' conference committee representing the railroads and the employes' committee composed of the chief executives of the standard railway labor organizations.

Authority is delegated by the individual railroads to the carriers' conference committee to handle the matter to a conclusion, and similar authority is given by the crafts or classes of employes on the individual railroads to the chief executives of their national organizations.

The Railway Labor Act provides that in the event the carriers and their employes are unable to compose their differences, and after every reasonable effort has been made in conference and through negotiation, either party may call upon the National Mediation Board established by the Act, to mediate the dispute, or the Board may on its own initiative proffer its services.

In the event mediation fails the Board shall propose arbitration. If arbitration is refused by either party and the Board believes that the dispute may result in the interruption of interstate commerce, it is required to so advise the President of the United States. The President is authorized to appoint a fact-finding board, commonly referred to as an emergency board, to make an investigation of the dispute. The emergency board must report back to the President within thirty days after its creation.

The railroads and their employes are restrained by law from making any change whatsoever in the employment conditions existing at the time the original notices are served during the periods of conference, mediation, arbitration, or the emergency board proceeding, until 30 days following the report of the emergency board, to the President, assuming the dispute is not settled by any one of the methods mentioned.

After 30 days following the submission of the emergency board report to the President, both the railroads and their employes are free to take such action as they believe to be in their best interest.

Acting Through Their Own Democratic Processes

The railroad employes, themselves, decide upon their own course of action. The employes of the crafts or classes are represented on each railroad by a general chairman. These general chairmen are called together in a national meeting by the chief executives of the organizations and are polled as to the attitude of the employes. The labor executives then carry out the instructions of the employes. The process, obviously, is strictly democratic, notwithstanding railroad propaganda to the contrary.

The railroad industry is, from the standpoint of collective bargaining, probably the most effectively organized industry in the country.

Railroad labor, therefore, is the one million railroad workers in this country—red blooded American citizens all—engineers, firemen, conductors, trainmen, switchmen, dispatchers, telegraphers, clerks, shopmen, signalmen, section men, and water service employes—solidly united first by craft or class through the standard railway labor organizations which have developed over a period of many years, and secondly through the affiliation together of 20 of the standard railway labor organizations in the Railway Labor Executives' Association—protected in their rights by the Railway Labor Act, and through their own democratic processes.

WHY RAILROAD WAGES SHOULD NOT BE REDUCED!

★ ★ ★

1 Railroad wages are not high. Contrary to general belief they are miserably low. The average wage of all railroad workers last year was \$1,115. The hourly compensation of railroad employes is but 1 cent higher than it was 18 years ago.

★ ★ ★

2 Due to the increased efficiency and productivity of their employes, the railroads are now receiving more work and far more efficient work for each dollar of wages paid than at any other time in the history of the industry.

★ ★ ★

3 The increased productivity and efficiency of railroad workers, on the other hand, has resulted in their widespread unemployment and reduction in total wages paid. Railroad employes at the present time are in a worse position with respect to their employment than they were at any time during the depression.

★ ★ ★

4 Railroad wages are not now and have never been a drain on the revenues of the railroad industry.

★ ★ ★

5 Railroad wages are indefensibly low as compared with wages in other major industries. These other industries which are now paying substantially higher wages than the railroad industry have taken no steps to reduce wages.

★ ★ ★

6 Railroad traffic and revenues have shown a remarkable and unexpected improvement with the substantial upturn in business during the past several months. All facts indicate that railroad revenues, now running ahead of the year 1936, will this year equal if not exceed revenues of last year.

★ ★ ★

7 A wage reduction in the railroad industry would not only be contrary to the President's recovery program, but would likely be followed by other industries generally. Such a policy might easily reverse the present favorable trend of business through its deflationary effect and destroy the substantial gain in railroad traffic which is generally recognized to be the primary need of the carriers at the present time.

RAILROAD WAGES ARE NOT HIGH

The Average Railroad Worker Last Year Earned Only \$1,115.

Now for the first time in the history of American railroads the actual earnings of all railroad employes are available to the public—through the sworn reports of the railroads to the Railroad Retirement Board.

Last year the actual average wage of all railroad workers was only \$1,115—less than \$95 per month. Fifty per cent of all the workers in the railroad industry earned less than \$1,000 during the year, and 65 per cent of all railroad workers earned less than \$1,500, or \$125 per month. Only 35 per cent of all railroad employes earned as much as \$1,500 or more during the last calendar year.

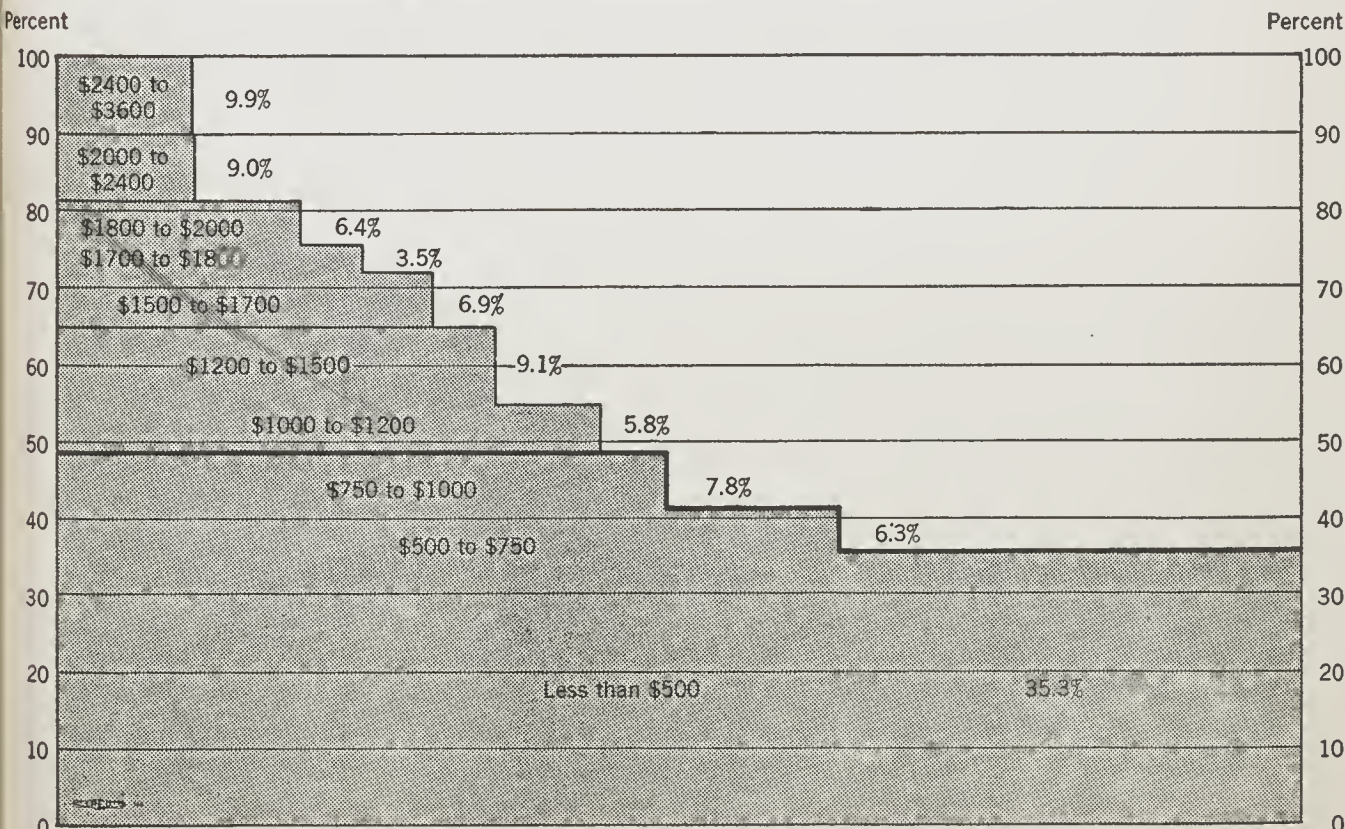
Obviously the average railroad employe, earning only \$1,115 last year, barely received a subsistence wage. 86,000 employes in the industry

(49.3 per cent) earning less than \$1,000 last year received less than a subsistence wage. If an annual wage of \$1,500 per year or \$125 per month should be assumed as enabling a standard of living of minimum decency and comfort—only 35 per cent of all railroad workers earned that wage. 614,000 employes (35.2 per cent) received less than \$500 for their employment in the railroad industry last year.

How Would A 15 Per Cent Reduction Affect The Earnings of Railroad Workers?

If railroad wages were reduced 15 per cent as proposed by railroad managements, the average wage of railroad workers would be reduced to approximately \$950. Fifty per cent of all employes would earn less than \$850 and 35 per cent of all employes would receive less than \$425 for their work during the year.

ACTUAL EARNINGS OF ALL RAILROAD EMPLOYES DURING 1937¹
Class I Railroads—(Excluding Switching and Terminal Companies)



¹Based on returns of the actual earnings of each employe made by the railroads to the Railroad Retirement Board.

Average Hourly Compensation of Railroad Workers Has Increased but 1 Cent Since 1920.

The average hourly compensation of all railroad employes during June of this year (latest information) was 72.1 cents. During the last quarter of 1920 the average hourly compensation of all railroad workers was 71.1 cents.

Over a period of 18 years, therefore, the average hourly compensation of all railroad workers, including the wages of employes who actually earn as low as 16 cents an hour, has increased but 1 cent.

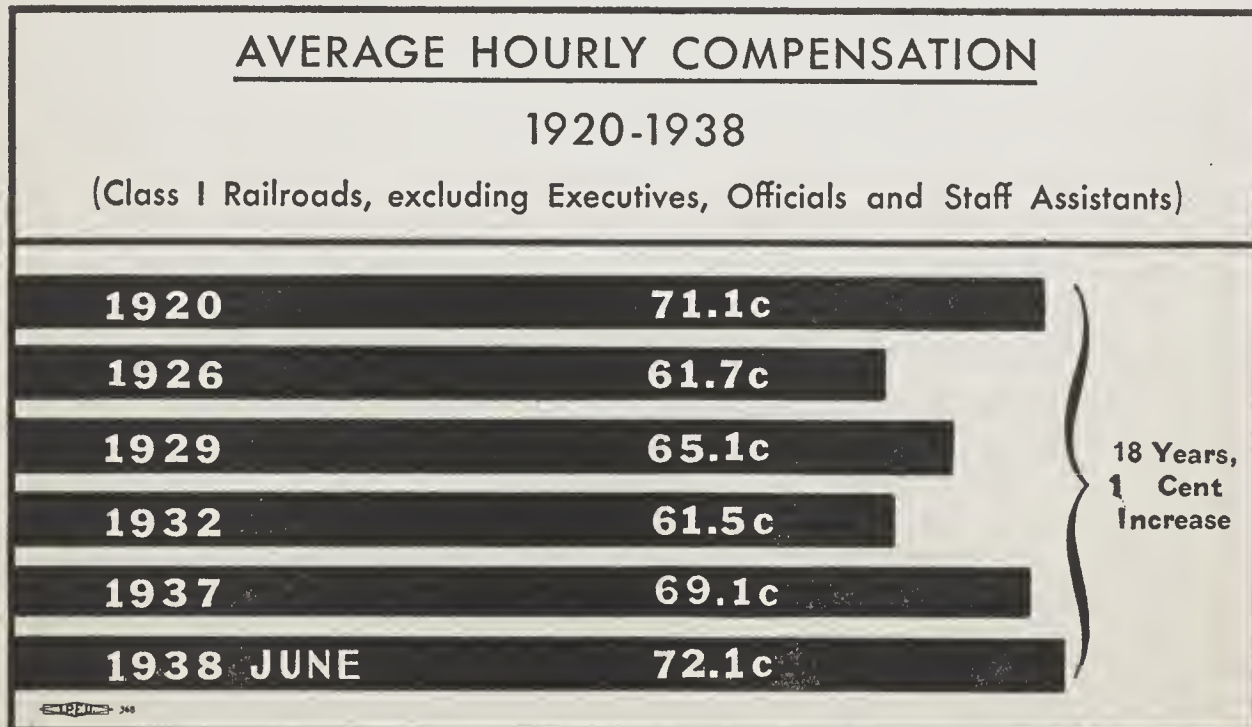
As shown by the chart below, the average hourly compensation of railroad workers was reduced 6 cents between 1920 and 1929. This compensation dropped to a low of 60.9 cents during the depression year of 1933. The average hourly compensation of railroad workers last year was

69.1 cents—2 cents below the 1920 level to which reference has been made.

Actual Earnings of Railroad Employees 60% Below Inflated Estimate Shown by Railroads

Heretofore the railroads, for propaganda purposes, have estimated the average annual compensation of railroad workers on the basis of certain information reported monthly and annually to the Interstate Commerce Commission. These estimates publicized as representing actual annual "earnings" have ranged as high as \$1,700 and \$1,800 per year. For last year the amount was \$1,736.

The Retirement Board Report, however, referred to above, which is based on the sworn record of the actual earnings of each individual railroad employe, shows that the actual average wage of railroad workers last year was not \$1,736 as represented by the carriers, but only \$1,115.



Present Average Hourly Compensation of Railroad Workers An Extremely Low Wage When All Factors Are Fairly Considered.

The average hourly compensation of 72 cents is not an excessive wage. It is lower than the average hourly wage of most other major industries (*infra*, p. 15).

Some railroad employees are actually receiving as low as 16 cents an hour for their labor on some railroad properties.

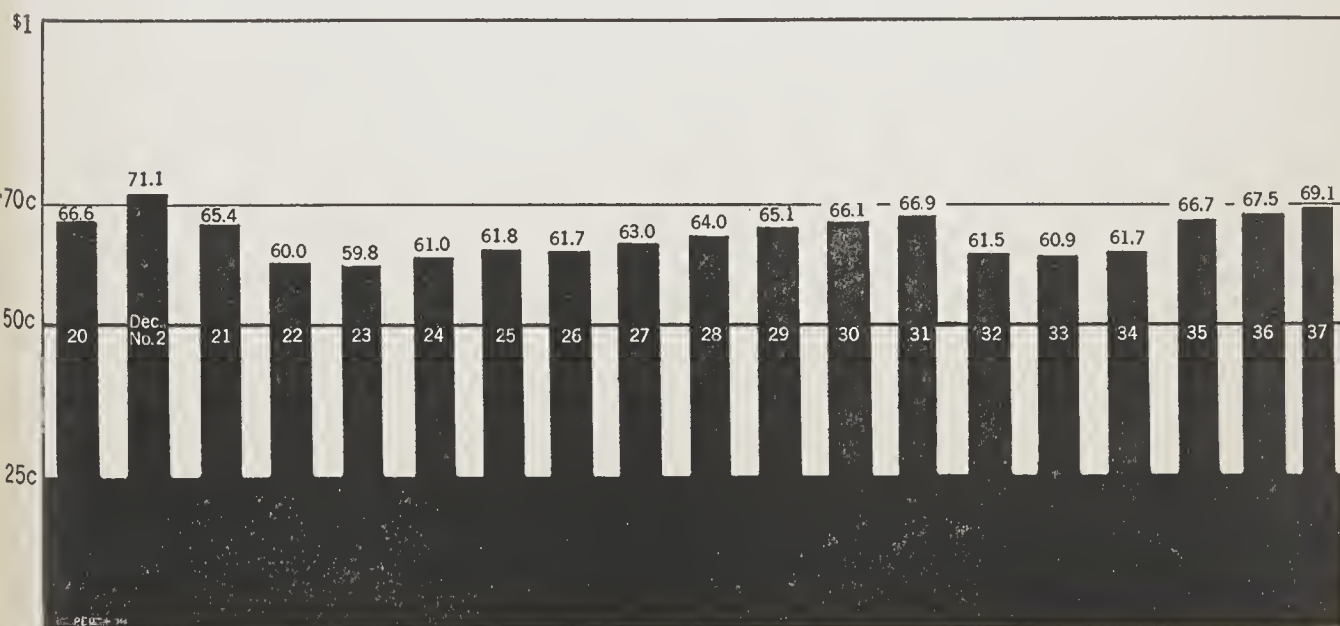
An hourly rate means little unless the worker is afforded sufficient work opportunity to enable his earning a living wage. Thousands and hundreds of thousands of railroad employees who have had from 10 to 30 years service in the railroad industry, are now working only a few hours per

day, and few days per month, during several months of the year, as conclusively proved by the actual work records furnished the Railroad Retirement Board (*infra*, p. 12). To 50 per cent of all railroad employees earning less than \$1,000 a year, average hourly compensation of 72 cents means less than a living wage.

Average hourly compensation of 72 cents is certainly not a high wage when due consideration is given to the fact that each railroad employee today is doing 88 per cent more work far more efficiently than was done by each employee 18 years ago.

Since 1920 the railroads have saved approximately \$22,355,000,000 as a result of the increased productivity and efficiency of railroad employees. \$5,235,050,895 have been paid out to stockholders as dividends, and \$8,591,729,492 to bond holders in form of interest.

AVERAGE HOURLY COMPENSATION BY YEARS ALL RAILROAD EMPLOYEES¹
Class I Railroads—(Excluding Switching and Terminal Companies) 1920-1937



¹Based on total compensation as reported by the Interstate Commerce Commission in Statistics of Railways in the United States divided by total hours paid for. Year 1937 based on Statement M-300, I. C. C. Wage Statistics.

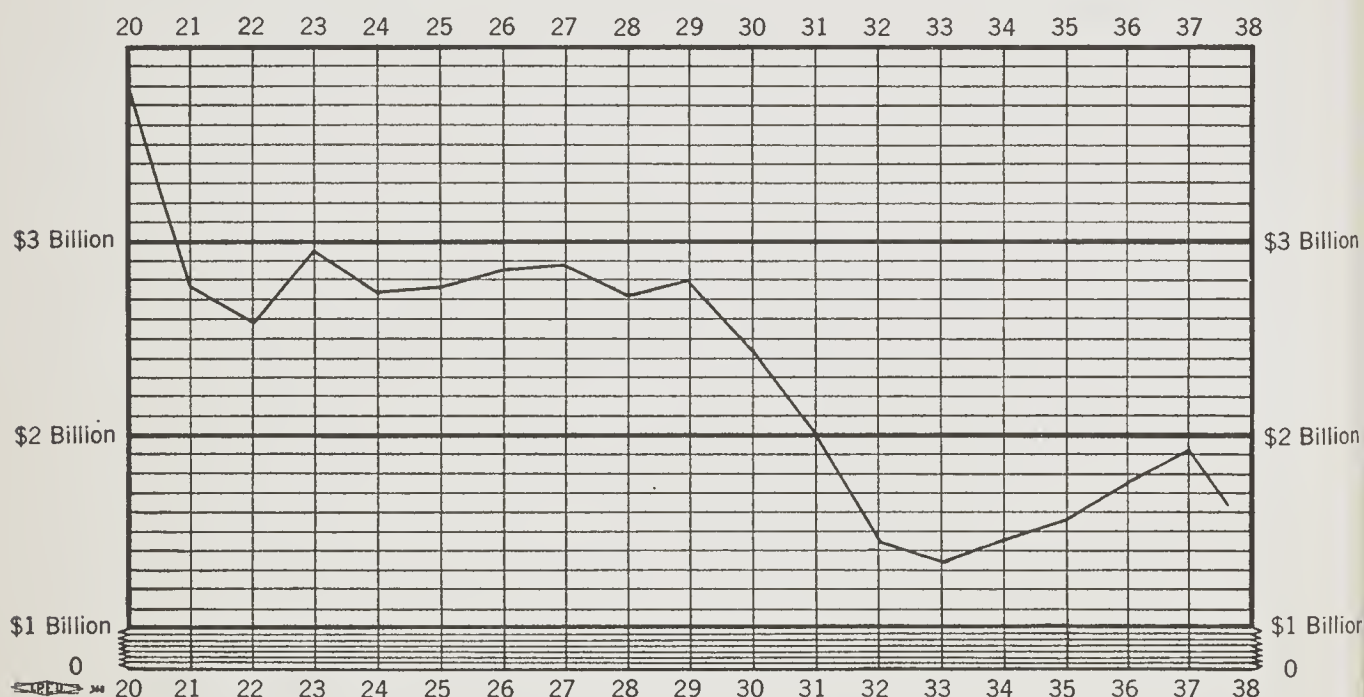
TOTAL COMPENSATION OF RAILROAD EMPLOYEES 1920-1938

Total Compensation of Railroad Employees During 1937 Was 53 Per Cent of 1920 While Operating Revenue Was Only 33 Per Cent Below.

Last year the total compensation received by railroad employees on Class I railroads was only 53 per cent of that received during the year 1920 and 68 per cent of the total compensation received during the year 1929. Railroad operating revenues on

the other hand were only 33 per cent below 1920 and 33.7 per cent under 1929. The chart below, based on sworn reports of the railroads to the Interstate Commerce Commission shows that the total compensation of railroad employees has been steadily reduced since 1920. The chart on p. 11 shows furthermore that railroad employees during the years since 1920 have continued to receive a smaller proportion of the railroad dollar.

TOTAL COMPENSATION OF RAILROAD EMPLOYEES 1920-1938¹



¹Based on Interstate Commerce Commission Statistics of Railways in the United States. Years 1920 and 1921 include compensation of general and division officers; other years exclude executives, officials and staff assistants (Group I).

Total Compensation of Railroad Employees Now Barely Above 1932 Level.

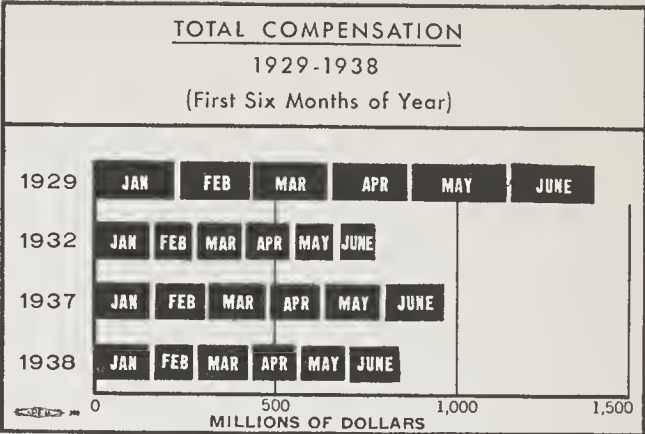
As shown below the total compensation of railroad workers during the months of this year has been running barely above 1932 levels. Total compensation in January was only 1½ per cent more than in January, 1932. Total compensation received during the first six months of 1938 was only 7 per cent more than that received during the first 6 months of 1932 when a 10 per cent reduction in wages voluntarily accepted by railroad employees was in effect.

Net railway operating revenues on the other hand at the present time (August, 1938) are run-

ning about 114.4% (August) above the 1932 level (*infra*, p. 19). These revenues have been increasing substantially each month since May of this year when notice of the proposed 15 per cent reduction in wages was served upon railroad employees.

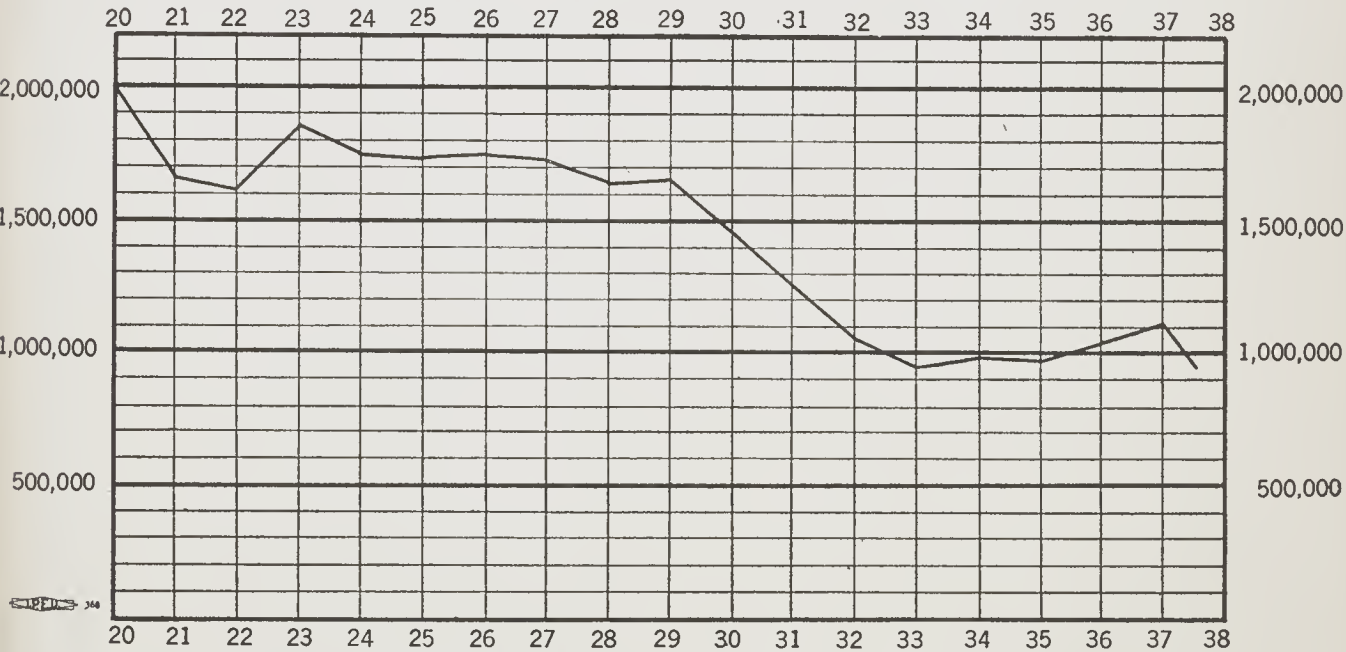
While the railroads are far ahead of 1932 insofar as revenues are concerned, and it has been predicted that net revenues this year may even exceed those of last year, railroad employment is at the present time (June) 23.3% below 1932 level and the total compensation of all railroad employees is barely above the 1932 level after wages had been reduced by 10 per cent.

The compensation of railroad workers, therefore, has already been reduced to 1932 levels when a 10 per cent reduction was in effect and the 15 per cent reduction in wages now proposed by the railroads would reduce the compensation of railroad workers far below the 1932 level. While the revenues at the present time are running at a level far above the year 1932, railroads at present are in a favorable position financially and their immediate prospects are highly encouraging, their employees are in a worse position with respect to employment and in as bad a position with respect to compensation and earnings as they were during the depression year of 1932.



RAILROAD EMPLOYMENT LAST YEAR ONLY 55 PER CENT OF 1920

RAILROAD EMPLOYMENT BY YEARS—Class I Railroads¹
(Excluding Switching and Terminal Companies) 1920-1937



¹Based on Interstate Commerce Commission Statistics of Railways in the United States (Mid-Month Count). Years 1920 and 1921 include general and division officers; other years exclude executives, officials and staff assistants (Group I).

The number of employees drawing pay during the entire month and year is substantially greater than the number of employees on the payroll as of the middle of the month.

The mid-month count does not indicate the number of regular full time positions, but it may be used to show the trend of railroad employment and must be so used because information on the total number of employees receiving compensation during the month is not available prior to 1933 and information on the number of full time positions is not available at all.

The Retirement Board records (p. 12) show each individual employee who received pay during the year, the amount of the employees' earnings, and the months during which the wages were earned. These records are not available, however, prior to 1937.

Railroad Employees' Productivity Has Reduced Their Employment by One-Half Since 1920.

Last year, as shown above, the number of employees manning American railroads was only 55 per cent as great as the number required during 1920. It is shown hereinafter that the railroads are now receiving 88 per cent more work per em-

ployee, 101 per cent more work per employee's hour of service and 92 per cent more work per dollar of wages than they received during 1920. Thus railroad employees through the phenomenal increase in their productivity and efficiency have literally worked themselves out of jobs to the extent of 45 per cent of their 1920 numbers.

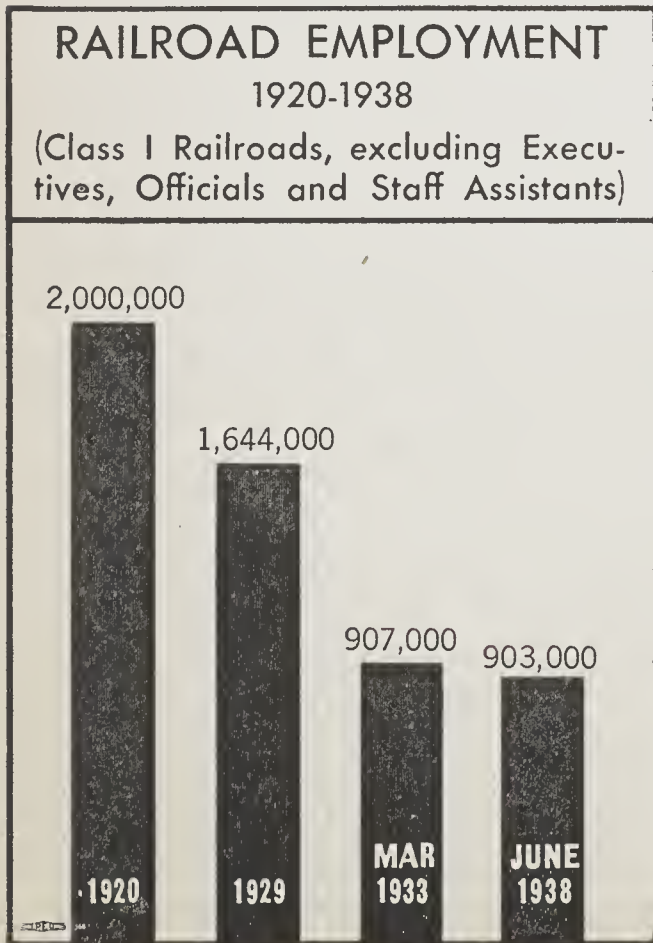
917,000 railroad employes are operating the railroads more safely and more efficiently today than 2 million employes 18 years ago. Yet this smaller number of employes is actually receiving less in wages than railroad employes received 18 years ago.

Railroad Employment This Year Below Lowest Level of Depression.

During May of this year there were approximately one million and ninety thousand less railroad jobs than there were 18 years ago. There were 47% fewer railroad workers than during the same month of 1929 and 15%, or 158,000 less than during May of 1932.

The total number of employes of Class I railroads as of May 15 of this year (893,595) was not only lower than the lowest level reached during the depression (907,000 during March, 1933), but was the lowest level reached by railroad employment since 1898, at which time railroad operations were expanding considerably yearly.

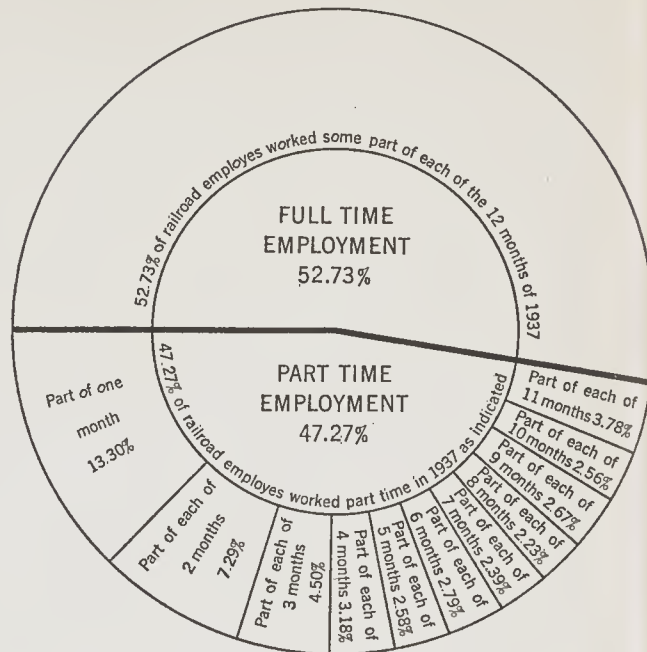
This is how railroad employes are situated with respect to their employment which obviously is closely connected with their compensation.



RAILROAD EMPLOYMENT

1937

Reported by Railroad Retirement Board



RAILROAD EMPLOYMENT 1937

(Report of Railroad Retirement Board)

47 Per Cent of All Railroad Employes Work Only Part Time, Reducing Earnings Substantially.

Railroad employes have over a period of years been confronted with two popular misconceptions: (1) railroad wages are high; and (2) although the wage rates of railroad employes are not high the continuity of railroad employment enables high annual earnings (*see p. 16, hereinafter*).

Both of these fallacies have been completely disproved by the Railroad Retirement Board's records of the actual earnings and time worked by railroad employes.

Last year only 52.7 per cent of all railroad employes worked some part of each of the 12 months of the year. One-third of all railroad employes worked only during 6 months of the year or less.

It is extremely doubtful that part time employment is prevalent in any other major industry to this extent. At the same time, as will be shown, average hourly compensation is actually higher in other industries than in the railroad industry.

RAILROADS NOW PAY LABOR 28% LESS WAGES PER UNIT OF PAY TRAFFIC

**But The Railroads Are Now Receiving More Work
—More Efficient and Dependable Work—Per
Employee, Dollar of Wages and Hour of
Service Than Ever Before in Their
History.**

Due to the increased productivity and efficiency of railway workers the railroads are today not only receiving a greater amount of more efficient, productive and dependable service from each railroad employee, but as shown they are receiving this service at the cheapest price per unit of output ever paid for such labor.

Gross freight ton-miles per railroad employee last year exceeded the gross ton-miles per employee in 1920 by 87.6 per cent. For each hour of service of railroad employees last year the gross ton-miles of railroad freight handled exceeded the amount handled during 1920 by 101 per cent. Railroad labor last year handled 92 per cent more ton-miles

of freight for each dollar of wages received than during 1920 (see chart on p. 15).

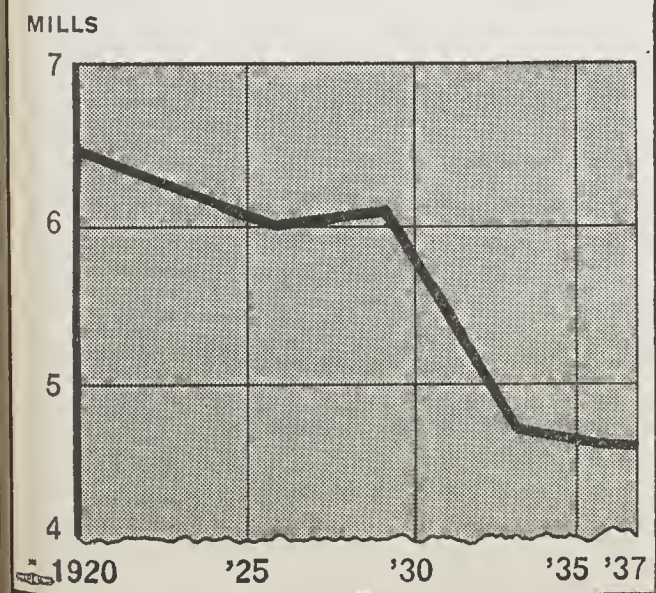
Due in no small part to the employees, loss and damage to freight has declined 80.8% since 1920.

The speed of freight trains has increased 37% since 1921. The tractive power of steam locomotives has increased 48%, the length of freight trains 24%, and the average capacity of freight cars 15%.

All of this has meant more intensive work and greater responsibility for all classes of railroad employees, and the railroads are receiving *more work and more efficient and dependable work* at a substantially lower cost per employee, per hour of service and dollar of wages than ever before during their history.

When an industry in paying substantially less for a much greater amount of the most efficient work ever produced by its workers than the industry paid 18 years ago and the earnings of its employees are actually lower than they were 18 years ago—lower than earnings of employees in outside industries, and (averaging \$1,115 per year) are too low to provide a decent standard of living—those wages upon any basis of fairness and equity should not be reduced.

RAILROADS NOW PAY LABOR 28% LESS WAGES PER UNIT OF PAY-TRAFFIC THAN IN 1920



How Have the Railroads Actually Fared With Respect To Labor Cost?

The railroads complain about the "high cost of labor." As a matter of fact the carriers last year paid 28 per cent less for the labor required to produce one unit of pay traffic than they did in 1920.

For each pay passenger carried one mile and each ton of revenue freight hauled one mile during 1920 the railroads paid for labor 6.4 mills. Last year for the same amount of service the railroads paid 4.6 mills in wages.

Since 1920 the labor cost to the railroads of hauling 1,000 tons of revenue freight one mile has declined by 44 per cent. *Whatever yardstick is used the labor cost of the railroads has been steadily reduced since 1920.*

Railroad Wages Are Not Now and Have Never Been A Drain Upon the Revenues of the Railroad Industry.

For Each Dollar of Wages Received Last Year Railroad Employees Produced for the Railroads 25 Per Cent More Revenue Than in 1920.

During the year 1920 the railroads received from the American public \$6,178,000,000 for total rail transportation service rendered. The two million railroad employees who actually furnished the service received for their labor \$3,424,000,000.

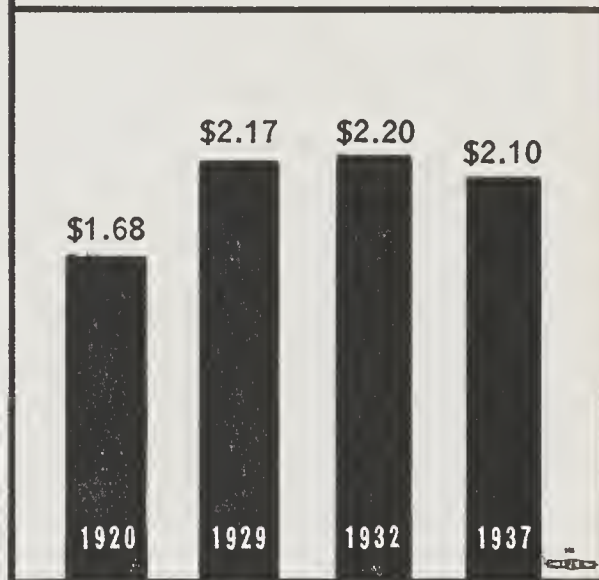
For each dollar of wages divided up among the 2,000,000 railroad employees in 1920, those employees produced for their employers \$1.68 in revenue.

Last year (1937) for each dollar of wages — divided up among 1,100,000 railroad employees, those employees produced for their employers \$2.10 — 42 cents more on the dollar, or an amount 25% greater than in 1920, notwithstanding the employee's wages measured by any yardstick were substantially lower than wages received in 1920.

From 1920 until 1929 railroad revenues increased from \$6,178,000,000 to \$6,280,000,000. The number of railroad employees, however, dropped from 2,000,000 to 1,644,000, or 17.8 per cent. Nevertheless, during the year 1929, as last year, the smaller number of workers performed more work and produced more revenue for the railroads than the 2 million employees in 1920.

For each dollar of wages divided up among railroad workers in 1929 the employees produced \$2.17

RAILWAY OPERATING REVENUES PER DOLLAR OF WAGES 1920-1937



in revenue or 49 cents more on the dollar than in 1920.

How can railroad wages, therefore, fairly be said to have constituted a burden upon the railroad industry when for each dollar of wages paid, the railroads are now receiving 43 cents, or 26 per cent more in revenue, than they received 18 years ago, and as the chart above indicates, the amount of revenue produced by the employees has increased steadily since 1920?

PART OF RAILROAD DOLLAR USED FOR PAYMENT OF WAGES



1920

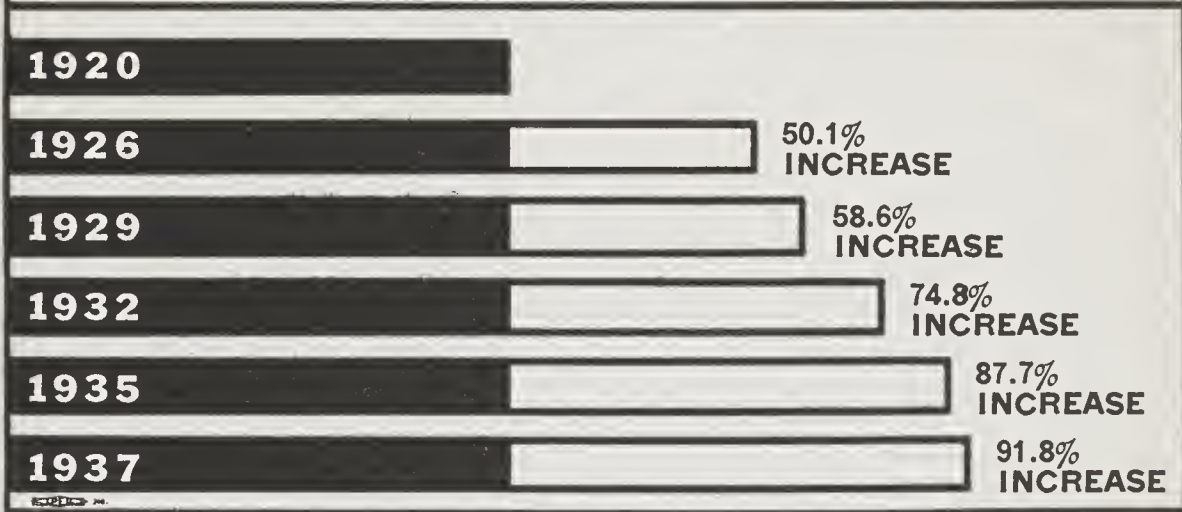


1932



1937

INCREASE IN GROSS TON-MILES PER DOLLAR OF WAGES 1920-1937



(Based on Interstate Commerce Commission Statistics of Railways.)

HOW DO RAILROAD WAGES COMPARE WITH WAGES IN OTHER INDUSTRIES?

Railroad Wages at the Present Time Substantially Lower Than Wages In Most Other Major Industries

The average hourly compensation of all railroad employes during June of this year was 72.1 cents.¹

During the same month workers in the automobile industry received 94.8 cents an hour,² 22.7 cents per hour more than railroad employes.

Employes in the iron and steel industry during June earned on the average 84.2 cents for each hour of work, 12.1 cents per hour more than railroad workers.

The petroleum refining industry during June, 1938, paid its employes on the average 98 cents per hour, which was 25.9 cents an hour or 35.9 per cent more per hour than the railroad industry paid its workers.

The hourly earnings of employes engaged in the manufacture of rubber tires and tubes during June was 98.3 cents, 26.2 cents an hour more than the average hourly compensation of railroad employes.

In the printing industry, newspapers and periodicals, the average hourly compensation of all workers during June, 1938, was 99.4 cents an hour, 27.3 cents per hour more than received by railroad workers.

¹Latest month for which wage statistics in other industries available.

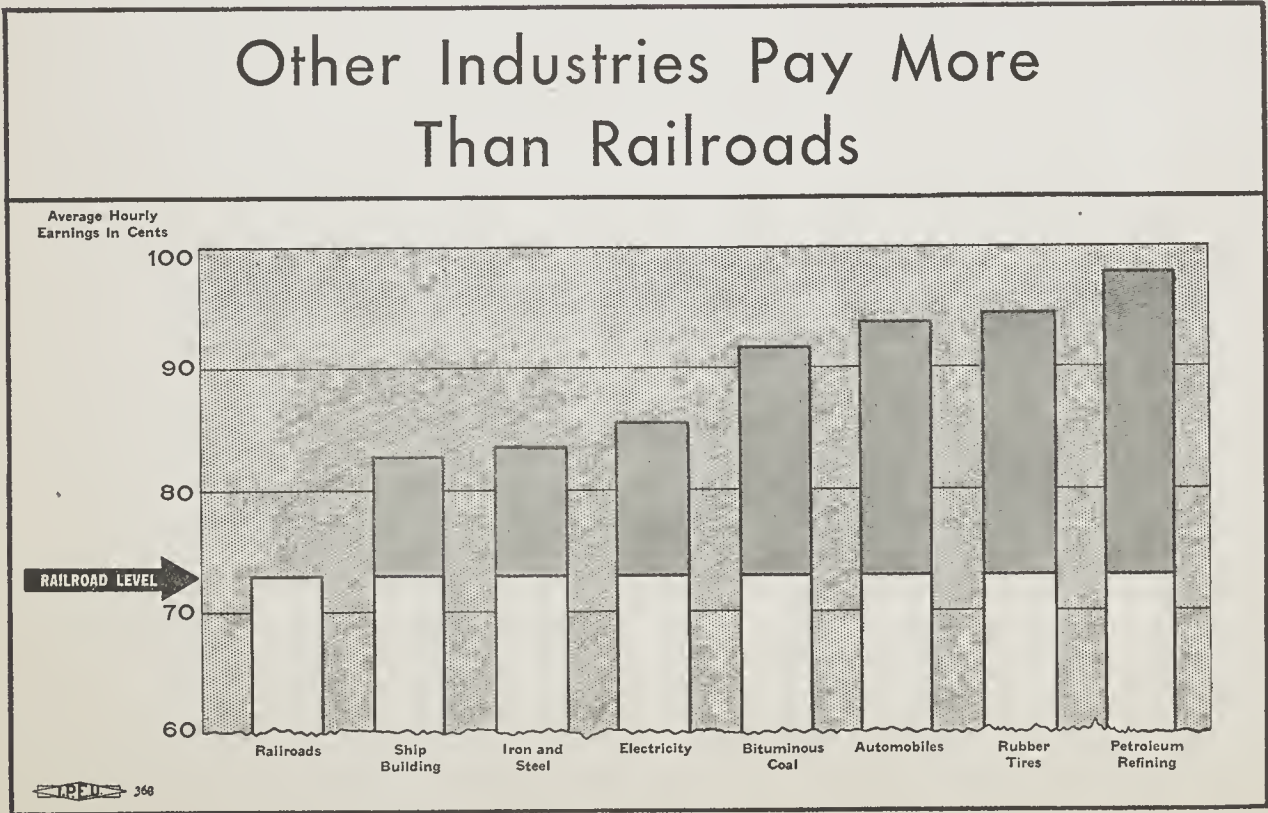
²Data on wages in other industries from reports of National Industrial Conference Board and U. S. Bureau of Labor Statistics.

The table below shows that for the purpose of the present comparison, merely a few industries paying relatively high wages have not been selected.

Industry	Average Hourly Earnings June, 1938— in Cents
RAILROAD	72.1
Agricultural Equipment	80.7
Automobile Manufacturing	94.8
Electrical Manufacturing Industry	80.5
Iron and Steel Manufacturing	84.2
Rubber Manufacturing	84.0
Engines, Turbines, Tractors and Water Wheels.	81.5
Cash Registers, Adding Machines and Calculating Machines	81.8
Rubber Tire and Inner Tubes.....	98.3
Shipbuilding	83.3
Electric Light and Power and Manufactured Gas	84.1
Telephone and Telegraph.....	85.5
Crude Petroleum Producing.....	83.9
Chemical Manufacturing	79.3
Petroleum Refining	98.0
Book and Job Printing.....	80.6
Newspaper and Periodical Printing.....	99.4
Beverage Production	84.1
Coal Mining, Anthracite.....	93.2
Coal Mining, Bituminous	87.9

Low Wage Rates and Broken Employment Have Reduced Earnings of Railroad Employees To Disgracefully Low Level.

It has been generally assumed that the continuity of railroad employment has offset the lower wage rates, and railroad workers have profited because of their steady employment. The actual employment records of all railroad employes last year (discussed above, p. 12) show, however, that 48 per cent of all the employes in the railroad industry during 1937 worked less than the full year; 34% of all railroad employes worked only 6 months or less; and 21% of all railroad workers actually worked less than 3 months during the year. Those records show also that 50% of all railroad workers earned less than \$1,000 during the year, and 35% earned less than \$500. These cold facts should dispel any erroneous belief with respect to the continuity of railroad employment and the high earnings of railroad workers.



(May, 1938)

Railroad Employment More Closely Connected With Public Safety, Skill and Responsibility Required, and Risk to Life and Limb Greater Than in Any Other Industry

Railroad workers are not merely responsible to their superior officers for the efficient performance of their duties, but of far greater importance is their responsibility to the American public. This responsibility, furthermore, is not confined to a limited number of railroad workers, but runs throughout all branches of railroad employment.

It is easily comprehended that the lives and the well-being of the millions of individuals traveling by rail yearly, and the safe and expeditious transportation of millions of tons of freight, express and United States mail are closely dependent not simply upon the ability and the manner in which the locomotive engineer performs his highly responsible task, but upon the care and exactness with which trains traveling at a high rate of speed are dispatched; upon the speed and correctness with which train orders and instructions are relayed; upon the care exercised in the construction, repair and inspection of locomotives, cars and equipment; upon the care and exactness with which complicated signaling devices are inspected and repaired and kept functioning 24 hours each day; upon the accuracy and exactness with which rails are laid, bridges are built and repaired, and even upon the efficiency of the railroad crossing watchmen.

In no other industry is the public safety and welfare so closely dependent upon the responsibility, training, and efficiency of so large a number of workmen as in the railroad transportation industry.

Railroad workers, throughout the industry, must meet exacting requirements with respect to physical qualifications—to a degree and extent not found in any other industry.

Railroad workers must qualify themselves over a period of many years for a highly specialized employment, and when they lose that employment many railroad workers because of their specialized training are unable to find employment in other industries.

In no other industry or trade is the personal risk and hazard of employment so widespread as in the railroad industry. The two newspaper articles below reproduced from the Cincinnati Enquirer, Tuesday, June 21, 1938, and the Cincinnati

Times Star, Thursday, August 25, 1938, should impress upon any reasonable person the continuous risk to which the lives and limbs of thousands of railroad employees are subjected daily.

SLEEPING CAR YIELDS 17 BODIES

OF TRAIN WRECK VICTIMS AS WATERS RECEDE.

Death Toll May Reach 52—Identification Is Difficult
—Inquest Is Delayed.

MILES CITY, Mont., June 20.—(INS)—Aptly named, Custer Creek—not far from the scene of the famous “Custer massacre”—receded to a trickle tonight, leaving stark and bare the death and destruction caused when the Milwaukee Railroad’s crack passenger train, the Olympian, plunged through a water-weakened steel-girder bridge.

Still in doubt was the exact number of persons killed in the disaster, but best estimates placed the dead at 52. Coroner Ralph Bray said late today 36 bodies had been recovered, that another body was seen in the creek, and that 15 were known to be missing and believed dead.

Sixty-four persons were injured, 45 so seriously they remained hospitalized tonight.

Only 15 of the dead were identified. Of the missing, names of all but three were known.

It was estimated approximately 160 persons, 130 passengers and 25 to 30 train employees, were aboard the proud flyer when it crashed.

After almost two days of rescue work and investigation, it became increasingly apparent *the engineer and his locomotive crew could have had no inkling of the destruction that threatened.*

What was described as the most furious cloudburst ever to sweep this region poured tons of water into little Custer Creek so that it became a roaring, raging torrent that swept away the center stanchion supporting the railroad bridge.

The rain was of short duration, and *as the Olympian sped around the curve leading to the bridge all seemed safe and serene.* It was not raining, there was no strong wind. The night was dark, and the engineer—who was to die a moment later with all his locomotive crew—apparently could not and did not see that Custer Creek was on a rampage.

TWISTED AND BROKEN.

The locomotive, tender, and six cars of the eleven-car train hurtled into the creek, *the locomotive and first few cars striking the far bank with such force they were twisted and broken despite their all-steel construction.*

So many died because the crash came while most of the passengers slept, shortly after midnight. Sleeping cars and coaches piled into the creek bed, some entirely covered with water, others standing with only the tops of the cars visible.

As reconstructed later by surviving passengers, the suddenness of the wreck and the swiftly coursing waters of the swollen creek trapped scores of passengers, men, women, and children, without a chance to save themselves.

Some fought their way through windows, only to be swept along by the stream to death. The body of one young woman was found 55 miles away in the Yellowstone River to the east.

How many of the missing met a similar fate was something that probably won't be known for days.

Most dramatic moment in today's rescue work came when a sleeping car which had been under water for more than 24 hours, was left free by the receding waters. The rescuers cut into the car with torches, and through windows, and removed 17 bodies. It had been feared as many as 25 persons were in the coach.

Efforts to learn the identity of many of the victims appeared fruitless. Swollen and disfigured after their long entrapment under water, the bodies in many cases were unrecognizable. An added difficulty was that the victims were in their sleeping clothes, and thus bore no identifying papers.

MAY NEVER BE IDENTIFIED.

It was said some of the dead may never be identified, unless relatives come forward to choose them.

Most of the bodies were brought to Miles City morgue; some lay in hospitals and others were taken to Saugus, near the scene of the wreck. No definite count of the victims was possible, the figures decided upon having been deduced by elimination.

The destruction of the Olympian was the worst wreck in American railroad history in more than a decade. Fifty-five persons died in a wreck in Hackettstown, N. J., in 1925, but the Olympian's toll may go even higher when all the deaths become known.

(The Cincinnati Enquirer, Tuesday, June 21, 1938.)

TRAIN RUNS UNPILOTED AFTER BLAST KILLS CREW NEAR CEDARVILLE, OHIO

Travels Two Miles Without Engineer and Fireman.

PAIR LEAP TO DEATH

Passengers Unaware of Tragedy Until Cars Halt.

XENIA, Ohio, Aug. 25.—(A.P.)—The engineer and fireman of the St. Louisan, fast passenger train of the Pennsylvania Railroad, were killed in an explosion in its locomotive today and the westbound express traveled pilotless for more than two miles before it stopped of its own accord.

The dead were Engineer John Breen and Fireman R. H. Mitchell of Columbus, whose bodies were found along the right-of-way about nine miles east of here.

Coroner H. C. Schick said they died of fractured skulls and expressed the opinion that *they jumped from the locomotive cab to escape being scalded to death.*

J. F. Henry, superintendent of the Cincinnati division of the railroad, said the crown sheet, separating the firebox from the boiler, blew off, releasing the steam.

The train, with steam gushing from the burst boiler, coasted through Cedarville, six miles east of here, passed the Main Street crossing without its usual whistle signal, and rolled to a halt at the western limits of the city.

A section crew heard the explosion and saw the steam pouring from the cab as the train roared by. They followed it about 200 yards and found the bodies of the engineer and fireman, who apparently died almost instantly.

A quarry worker at Cedarville saw the train stop and discovered the rendered boiler.

Another locomotive and a new crew were obtained and the express continued toward St. Louis.

Railroad officials began an investigation to determine the cause of the explosion. At Columbus they were puzzled as to how the train proceeded for more than two miles after the blast. There was a downgrade near the scene

of the accident. The loss of steam and a curve near Cedarville apparently caused it to stop.

The victim's bodies were badly scalded.

Coroner Schick, who gave a verdict of accidental death, said the windows in the cab were not broken, but the live steam scalded the entire bodies of the victims.

Almost half of the top of Fireman Mitchell's head was torn off. The coroner said this apparently was caused by him landing on his head as he jumped from the locomotive estimated to have been traveling about 60 miles an hour.

Passengers on the train knew nothing of the accident until after the train stopped. The accident delayed the train an hour.

(Cincinnati Times Star, Thursday, August 25, 1938.)

Although great progress has been made toward insuring safer railroad employment, numbers of employes are still disabled yearly, and the risk of the employment, insofar as much railroad work is concerned, can never be totally eliminated.

Notwithstanding the skill and responsibility of railroad workers, notwithstanding the many years of training required, the stringent physical qualifications, and the daily risk and hazard of their employment, railroad employes, as shown immediately above, are not only paid less than employes in other major industries, wherein employment is not as exacting, but are to the extent of 50 per cent of their entire numbers, paid less than a subsistence wage—less than \$1,000 per year.

While Wage Levels Have Been Raised in Other Industries Railroad Wages Have Remained Static.

Railroad employes in 1920 received an average hourly compensation of 71.1 cents. Railroad employes today receive average compensation of 72.1 cents an hour. The average hourly wages of all railroad employes have advanced but 1 cent over the period of the last 18 years.

But what of employes in other industries?

Factory workers during May of this year received wage rates which were 11 cents per hour or 18 per cent higher than the wage rates received by factory workers during 1920.

In the basic heavy industries, where the average skill required is more nearly comparable with that required in the railroad industry, workers have made still greater progress than that indicated for all factory workers.

The average hourly wage of iron and steel workers during 1920 was 70.8 cents. In May of this year the average wage of these workers was 83.7 cents an hour, representing an increase of 12.9 cents an hour as against an increase of one cent an hour in the wages of railroad workers.

The automobile industry increased the hourly wage of its employes from 70 cents in 1920 to 94.1 cents in May of this year—24.1 cents per hour—and has taken no steps currently to reduce the wages of its employes, while the railroad industry would now deprive its employes of not merely the 1 cent advance made since 1920, but substantially more.

The average hourly wages of workers engaged in the manufacture of electrical equipment advanced from 62 cents in 1920 to 80.5 cents in May of this year, representing an increase of 18.5 cents

as compared with the 1 cent increase in the railroad industry.

The wages of workers in the machine tool industry have been increased 12 cents an hour or 19.6 per cent since 1920, and the wages of workers in the chemical industry have advanced by 18.6 cents an hour or 32.9 per cent.

It is obvious that the economic lot of workers in the railroad industry has not been improved since 1920 in line with improvement made by workers in other industries. The railroad industry has failed to meet its obligations to its employes and to society.

A REDUCTION IN RAILROAD WAGES CANNOT BE JUSTIFIED ON BASIS OF RAILROAD REVENUES

The proposed reduction of railroad wages has been bottomed in final analysis upon the decline in railroad revenues. Whatever the financial position of the railroads as a group may have been during the earlier part of this year when the wage reduction was first proposed, a reduction in railroad wages *today* can certainly not, with any degree of fairness, be justified on the basis of reduced railroad income.

Railroad Revenues Are Now Back at 1937 Level.

On the basis of the highest level of weekly carloadings since the fall of last year, the net rail-

way operating income¹ of the railroads for August of this year has been estimated at approximately \$60,000,000. During October, 1937, when railroad carloadings reached the highest peak since October, 1930, the railroads' net operating income stood at \$60,747,000, which amount was exceeded but once during the entire year. During the month of March (1937) this income rose to \$69,881,000. The average monthly net operating income of the railroads last year was \$49,182,000,

¹Gross revenues less operating expenses.

NET RAILWAY OPERATING INCOME
Class I Railroads, (Excluding Switching and Terminal Companies)



and the year 1937 was considered a good year for the railroad industry.

The present railroad wage scale was agreed to by the employees and railroad management last fall. On August 1, 1937, approximately three-fourths of the employees were granted an increase in basic rates of 5 cents an hour. On October 1, the wages of train and engine service employees, the remaining group, were increased by approximately the same amount.

Net railway operating incomes of the railroads during the months of June and July last year, immediately preceding the 5 cent increase, averaged \$59,956,000. Net railway operating income during the months of August and September, immediately preceding the increase granted to the train and engine service employees averaged \$54,806,000.

The railroads have not contended that the wage increase granted last year was not justified. Obviously, if the increase was warranted at that time, a decrease can not now reasonably be justified on the basis of loss of earnings, inasmuch as railroad earnings at the present time are at as high a level as last year when the present wages were established by agreement.

The railroads' net operating income has increased by the startling amount of 550% since April of this year. The month of May registered an increase of 79% over April; June 52% over May; July 60% over June; and August (estimated) 50% over July.

The railroads have attempted to mislead the public into believing that the railroad industry has been operating at a loss during the months of this year.

Net railway operating income represents the railroad revenue remaining after operating expenses have been paid, which revenue in other industries is regarded as profit from operations. The railroad industry, however, confronted with burdensome interest payments annually (see p. 27) shows no profits until these excessive interest payments have been met. In reality the industry during the past six months, as shown above, has operated at a good profit.

Customarily railroad traffic and revenues reach the peak of the year during the months of September and October. It has been generally pre-

dicted, furthermore, that the upward trend of business will likely continue this year through November and December. In any event, on the basis of the existing level, railroad earnings this year should equal, if not exceed, the earnings of last year.

Freight Carloadings Have Advanced Steadily Since March of This Year.

Railroad weekly carloadings, serve not only as an index of railroad revenues, but are quite generally relied upon as a barometer of general business conditions. Carloadings this year have increased from 512,000 during the week ending February 26, representing the low point of the recent recession, to 645,000 during the week ending September 3. The trend of weekly carloadings has been steadily upward over the period of the past six months, and it has been held highly significant that the months of July and August registered a sharp upturn contrary to the usual summer decline.

A Smaller Volume of Traffic Now Producing Greater Net Revenue for Railroads Than Last Year.

Due to the sharp reduction in operating expenses, resulting primarily from the reduction of railroad employment, and because of increased freight rates, weekly carloadings at the present time are producing substantially greater net revenue for the railroads than was produced by the same volume of traffic last year and during preceding years.

During July of this year weekly carloadings averaged 568,000. This traffic resulted in a net railway operating income of \$40,000,000. During August of this year, weekly carloadings averaged 597,000. As indicated, it has been estimated that this volume of traffic produced net railway operating income of approximately \$60,000,000.

During May, 1937, weekly carloadings averaged 546,000 and produced a net railway operating income of only \$43,663,000. Last August weekly carloadings averaged 776,000, and produced a net railway operating income of only \$50,308,000. During August of this year weekly carloadings, therefore, averaging 597,000, or 23.1% less than during August of last year, produced for the railroads a net railway operating income of \$60,000,000, or an amount 19.3% greater than the larger volume of traffic last August.

Railroad officials themselves, even in face of the proposed wage cut, have estimated that weekly carloadings this fall will reach a level of 725,000.

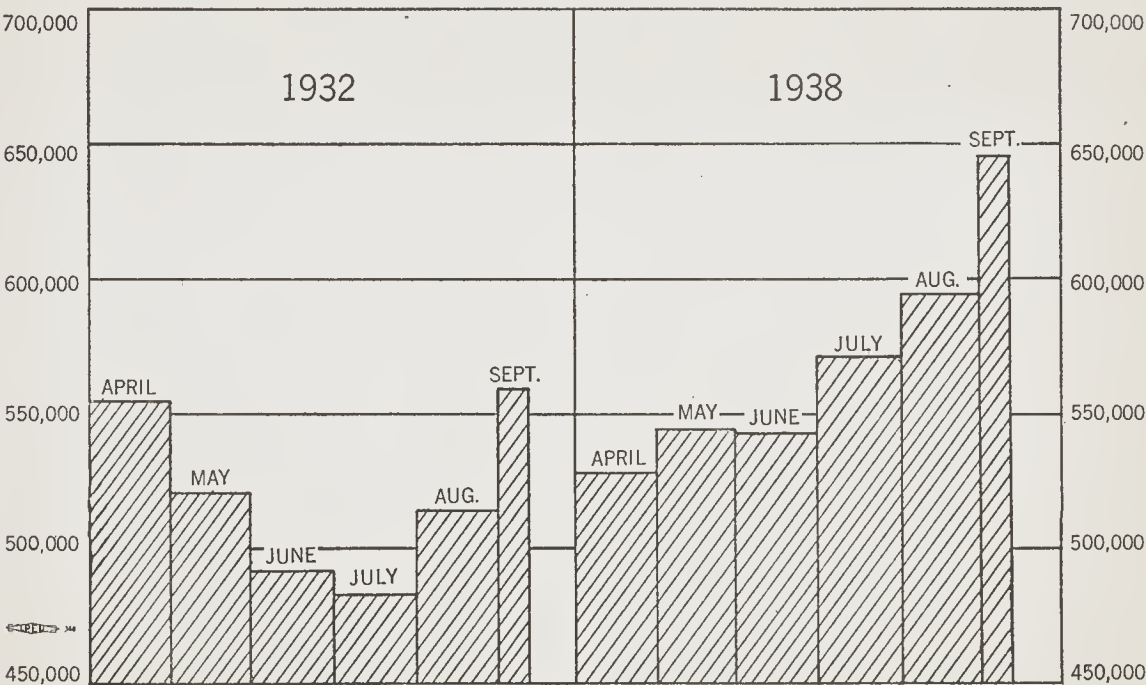
Railroad Net This Year May Exceed Net for 1937.

As shown above, due to the reduction in operating expenses and increased freight rates, the lower level of carloadings this summer has resulted in net railway operating revenue substan-

business to regain that plane and were wages, rates and taxes to change from current levels only in the degree required by the increase in business.

"Despite all that has been said of losses to trucks and waterways, freight loadings have been running even with those of August, 1935, when industrial production was nearly 2 per cent higher," the service reported. "If competitive losses continued as slight, given 1936 conditions in other prospects, ton-miles of revenue freight should duplicate the 1936 total.

WEEKLY REVENUE FREIGHT CAR LOADINGS
(Based on Weekly Reports of Association of American Railroads)



tially greater in amount than that produced by a higher level of carloadings last year. In light of this important factor, together with the optimistic outlook for a substantial increase in carloadings during the remainder of this year, it is not at all unlikely that the railroads' net railway operating income, which as shown has already returned to the 1937 summer level, will this fall greatly exceed that of last fall and as a consequence cause the railroads' net for 1938 to equal, if not exceed, that of 1937.

RAILROADS SEEN CAPABLE OF LONG PULL RECOVERY

Indications Are Earnings Will Exceed 1936 by a Considerable Margin.

Special to The Chicago Daily News.

NEW YORK, Aug. 29.—The railroads may not be as lacking in long pull recovery prospects as many believe, according to a current survey by the Standard Statistics Company. Tentative indications are that they would earn considerably more than they did in 1936 were general

"Application of the most recent (May) average freight revenue per ton-miles to this figure would produce a revenue total about \$119,000,000 in excess of that reported for 1936. Moreover, travel by rail is increasing, and passenger revenues should, upon re-establishment of 1936 conditions, exceed those of that year. On a 5 per cent rise over 1936 in passenger-miles other than commutation, the May average of 2.04 cents per passenger mile, after correction for the July 25 fare increase in the eastern district, would give the railroads about \$40,000,000 more in passenger revenues than they collected two years ago.

"All told, assuming no change in the other income figures, gross would be about \$159,000,000 above that of 1936. Expenses would be increased by the \$135,000,000 wage increase of last year, as well as by the higher taxes and unemployment insurance. But there would be some offset through elimination of the bulk of the private pension costs, and the estimated net increase of \$138,000,000 in expenses and taxes would be counter-balanced in part by the reduction in fixed and contingent charges, estimated at some \$46,000,000. Thus, net after charges could total close to \$232,000,000 or nearly \$68,000,000 above the actual for 1936, with no cut in railroad wages."

(From Chicago Daily News, August 29, 1938, Page 16.)

Railroad Revenues and Traffic Now Far Above 1932 Level.

The net railway operating income of the railroads of the United States during August of this year (\$60,000,000) exceeded the net for August, 1932, by 114.4 per cent. Net for July, 1938, exceeded the July, 1932, by 254.4%. June, 1938, exceeded June, 1932, by 103.3% and net railway operating income for May, 1938, was 41.4% higher than that for May, 1932.

The railroads' net railway operating income for the past six months (March-August, 1938) was 42.3% above the net railway operating income for the same period of 1932.

Railroad carloadings, likewise, have at no time this year dropped to anywhere near the 1932 low level. Weekly carloadings for the week ending September 3 (645,000) were 15% above the carloading level for the same week of 1932 (561,325). Carloadings during the months of July and August of this year (5,893,291) exceeded carloadings during the same months of 1932 (5,047,108) by 17%.

The low point of the depression, insofar as railroad traffic was concerned, was during the week ending March 11, 1933, when freight carloadings dropped to 441,000. The level of railroad carloadings today is 39.5% above this low depression level.

As indicated above, freight carloadings this year reached a low point during the week ending February 26, when they dropped to 512,000. Even this figure was 1.4% above the average weekly loadings during the month of August, 1932 (505,000).

As has been demonstrated, the net railway operating income resulting from these carloadings has advanced this year in far greater proportion than carloadings themselves, and the level of this net at the present time stands far above the 1932 level.

Weekly carloadings in 1932 when railroad workers voluntarily accepted a general 10 per cent reduction in their wages, were definitely on a downward trend (See Chart on page 21). They had dropped steadily for months and continued the basic downward trend until March, 1933, more than one year after the employees accepted the reduction. At the present time carloadings have advanced steadily for six months, are now yielding a net income to the railroads substantially as great as that yielded last year, and the prospects for still better railroad traffic are excellent.

The present situation is in no wise comparable with the situation which confronted the railroads in 1932.

Railroads Granted Rate Increases Totaling \$270,000,000 To Offset "Increased Labor Costs" Which in Fact Have Never Existed.

On March 8 of this year the Interstate Commerce Commission (Ex Parte No. 123) granted to the railroads general increases in freight rates which, together with minor increases granted last fall, have been estimated to yield the carriers \$270,000,000 additional revenue annually. The Commission in granting the increases took cognizance of the "increased labor costs" growing out of the wage increases of last year, to which reference has been made.

An analysis of the total compensation paid railroad employees last year will show, however, that the total compensation received by the employees during September after the 5c increase was granted on August 1, was actually less than the amount received in July before the increase became effective. The answer to this situation is found in an analysis of railroad employment and traffic. Notwithstanding railroad carloadings and revenues continued upward until October, the railroads, to offset the wage increases began furloughing railroad employees as early as July. By October, when the general decline in business set in, more than 35,000 railroad workers had lost their jobs and the railroads had more than offset the additional cost of the slight wage increase granted.

The increased freight rates secured by the carriers on the basis of "increased labor costs" which in reality never did exist, have been greatly responsible for the pronounced increase in net railway operating income of the railroads during the past several months. The railroads, by reducing employment, have more than offset any expense which might have resulted from increased wages. They have benefitted considerably from the increased freight rates which were based primarily on the "increased labor costs," and they now propose to capitalize still further by reducing the wages which served as a basis for the freight rate increase—not by the estimated amount of the wage increases granted last year (\$130,000,000), but by approximately double that amount (\$250,000,000).

A REDUCTION IN RAILROAD WAGES WOULD BE CONTRARY TO SOUND SOCIAL POLICY

The President of the United States during the past few months, has stated on a number of occasions that it has been his hope that employers and employes would cooperate to the end that wages in industry would not be reduced. He has constantly emphasized the important part which the maintenance and extension of mass purchasing power must play in the complete restoration and the continuance of general prosperity. The President, furthermore, on several occasions, has expressed the hope that *the railroads* of the country would not reduce wages.

Members of the Congress of the United States and Governors of a number of States, have called upon the railroads to forego the plan to reduce the wages of their one million workers.

The railroads are not in a position to subscribe fully to the old school economic doctrine that reduced wages means reduced costs, which in turn mean reduced prices stimulating demand and thus inspiring business recovery, because the railroads do not want freight rates (the price of their commodity) reduced. As has been pointed out, their prices have just been increased.

The carriers say, however, that reduced wages will enable greater employment which will spread purchasing power and thus stimulate recovery. It has been shown above that the actual earnings of all railroad employes last year averaged \$1,115. It has been shown furthermore that 47 per cent of all railroad employes are already working part time and that last year 34 per cent of all railroad employes worked only six months during the year or less.

On the face of these startling facts, railroad labor cannot comprehend railroad managements' proposal to spread further the limited amount of employment available in the railroad industry, when 860,000 workers or 50% of all workers in the industry are now earning less than a subsistence wage.

Experience, furthermore—experience which railroad employes themselves have had—has already proved that the railroads' doctrine, even if offered sincerely, is not sound. Railroad labor, during February, 1932, voluntarily agreed to a 10 per cent deduction in the wages of all railroad em-

ployes, which reduction was not fully restored until April 1, 1935.

The employes fully realizing then, as they do now, the real causes which brought about the financial condition of the railroads, voluntarily accepted a cut in wages because they sincerely believed that, notwithstanding the sins of railroad financial interests, the industry through cooperation of management and labor might again be placed on a sound financial basis, railroad employment might be increased and general business stimulated. But the employes were sadly disappointed.

Railroad employment dropped from 1,061,373 during February, 1932, to 907,000 during March, 1933, and to the all-time low of 892,000 during May of this year—the 10 per cent wage reduction to the contrary notwithstanding.

Business was not stimulated as a result of the reduction in wages voluntarily accepted by railroad employes in 1932. Business was not stimulated until the general purchasing power was increased through the wage increases resulting from the President's recovery program.

Furthermore, there is no good reason to believe that the situation would be different today. The other major industries of the country have not reduced wages, but are cooperating with the President, and the results of this cooperation are now much in evidence.

The railroad industry, however, which was the last major industry to increase the wages of its employes following the depression, was the first industry to propose a reduction in wages during the recent recession.

Railroad employes once before suffered a situation exactly similar to that with which they are now confronted—during the year 1921. After many years of struggle on the part of the employes, their wages during the year 1920 were finally brought up to a level which more nearly approached a living wage, although it was admitted that railroad wages at the time were lower than wages in other industries and the wages of railroad workers had not been increased in proportion to the increased cost of living. When the temporary recession in business of 1921 set in, the

railroads, after having gone to the Interstate Commerce Commission and secured an increase in freight rates totaling \$1,550,000,000, on the basis of the increased wage costs just as they have done this year, immediately set about to reduce wages. Railroad wages which were even in 1920 admitted to be low by government boards and officials familiar with the true condition of railroad workers, were reduced by 12 per cent effective as of July 1, 1921.

The recession lifted and railroad revenues and traffic turned upward scarcely before the ink reducing wages was dry. During the year 1922 railroad revenues continued to climb, and in 1923 railroad revenues reached the second highest level in history—but railroad wages were not increased—they were reduced still further, and in the same year (1923) the average hourly compensation of railroad workers reached the lowest level of the period 1920-1937. *The railroad wages, which were reduced in 1921 because of the temporary recession in business, were not finally restored by the railroads until the fall of last year.* These are the wages which the railroads now propose to reduce again on the basis of a recession in business, which has definitely spent its course. It is generally admitted that the primary need of the railroad industry is increased traffic.

The substantial upturn in traffic to date has, as shown above, resulted in a substantial increase in railway net operating income as compared with the same volume of traffic last year and during earlier years.

Other major industries are undoubtedly watching the move on the part of the railroad industry to reduce wages. Should railroad wages be reduced, it is not at all unlikely that other industries, which have hesitated thus far to reduce the wages of their employes, might be induced to follow the lead of the railroad industry. As a result, a general wage-cutting policy on the part of industry generally might easily be started.

Railroad labor is convinced that such a deflationary move might easily result in the destruction of substantial recovery already accomplished and throw the country back into the throes of economic depression.

How Would A Wage Cut in the Railroad Industry Affect Business?

A 15% reduction in the wages of one million railroad workers would affect the income, the market, and employment opportunities of practically

every social group in the nation, and would depress business in almost every community. Expenditure studies made by the United States Government give some indication of the effects which would be produced.

An investigation made of spending patterns of families in Chicago shows that when average family income drops from the level of \$1,600 a year to \$1,350, a reduction of 15.7%, curtailments in purchases of various items in the family budget along the following lines occur: Food expenditures fall from \$589 per year to \$529, a drop of \$60; clothing expenditures fall from \$136 to \$109, a drop of \$27; housing expenditures fall from \$428 to \$366, a drop of \$62; expenditures for household operations and furnishings fall from \$95 to \$78, a drop of \$17; expenditures for automobile fall from \$65 to \$36, a drop of \$29; and other living expenditures fall from \$292 to \$236, a drop of \$56.

Those who are farmers, grocers, and produce merchants, may multiply the \$60 per family drop in the purchase for food by 1,000,000 railroad workers' families, to get a picture of how a reduction in railroad wages would affect the market for those goods throughout the nation.

Those who are clothing merchants, shoe merchants, garment workers, shoe workers, may multiply the \$27 per family drop by 1,000,000 railroad workers' families, to get an idea of how a wage reduction in the railroad industry would affect the market for those goods throughout the nation.

Realtors, owners of dwellings, building contractors, and building trades workers, may multiply the \$62 drop in expenditures for housing and that will afford a picture of how a wage reduction in the railroad industry would affect the demand for those goods and services.

Automobile dealers, garage and service station workers, and automobile workers, may multiply the drop of \$29 per family in purchases for auto service by 1,000,000 railroad workers' families, and that will give a picture of how a wage reduction in the railroads would affect the demands for these goods and services.

But this tells only a small part of the story of the effect upon business of a wage reduction of \$250,000,000 a year in the railroad industry. As the railroad industry is the largest interstate industry in the country, the employes distributed in every state and community of the nation, a wage cut in this industry would not only curtail the purchasing power and earning expectancies of

approximately 1,000,000 families of railroad workers, but would precipitate wage cutting throughout all industries.

In January, 1932, before the earnings of railroad workers were cut 10%, average hourly earnings in manufacturing industries had fallen only 10% from its 1929 level. Instead of the wage cut of railroad workers aiding recovery, as was predicted by railroad management, it precipitated greater deflation. After the railroad wage cut, the wages of other workers were slashed generally. By June, 1933, hourly wage rates in manufacturing industries dropped 24% from its 1929 level.

It was only the establishment of the N. R. A., with its re-employment and higher wage program that brought to a halt the appalling deflationary movement which was swiftly stifling our economic system. With the promulgation of the President's Re-employment Agreement in August, 1933, hourly wage rates in manufacturing industries regained one-third of the depression loss; by the end of the year 1933 these rates had recovered two-thirds of the loss, and by the month of September, 1934, had risen beyond the 1929 level.

There was no downward movement of average wage rates during the recent recession, a condition

which now presents one of the brightest hopes for more rapid recovery. May, 1938, average hourly earnings for factory workers were the same as in October, 1937.

The surest way to nullify the recovery drive now well under way and to destroy any chance for the revival of business for a long time to come, is to precipitate a general deflationary movement through the medium of wage cuts, which would not only withdraw much needed purchasing power, but would also demoralize the consumer market.

The Railroad Industry, depending as it does for its own prosperity upon the general prosperity of business, has the most to gain from business revival and stands to lose the most from any measure which would check business recovery.

Carrier management, through its wage reduction proposal, not only does itself, its investors, and its employes, a great dis-service, but is inflicting a great injury upon the entire American people.

It would indeed be unfortunate for any industry to be marked in the public mind as the bell-wether which led the country into another period of deflation and economic collapse.



WHAT ARE THE REAL CAUSES OF THE "RAILROAD PROBLEM?"

The job of railroad labor, it should be pointed out, is that of manning the railroads. Railroad labor is content with this lot and is not disposed to assume management functions. Conditions, however, which have grown out of financial mismanagement of the railroads are so obvious, of such magnitude, and affect railroad employes so vitally, that they cannot be overlooked.

Railroad operations are no longer actually directed by the highly competent and responsible railroad officials who know how the railroads should be run. Railroad policy now for a number of years has been controlled by bankers and financiers whose one purpose has been to take from the railroad industry all that the industry could give at the moment—individuals who have had no concern for the public's being furnished permanent, economical and efficient railroad transportation service, who have cared not in the least what the future results of their policies might be—and individuals to whom human happiness and contentment and an honest return on labor are merely matters of mockery and jest. These are individuals and interests who today are exerting pressure upon railroad managements to reduce the already low wages of railroad employes.

The restoration of the active control of American railroads to railroad managements would constitute an important step forward toward the solution of the "railroad problem."

The railroad industry at the present time is burdened with a top-heavy capital structure which constitutes within itself a parasite gnawing at the very vitals of the industry. This heavy bonded indebtedness which has been built up over a period of many years, together with financial malpractices connected therewith, are the fundamental causes of the railroads' financial troubles.

The bonded indebtedness and stock of a great number of railroads in the United States today actually exceeds the total value of those railroad properties themselves. The carriers listed below, together with their outstanding capital and the value of the properties as reported to the Interstate Commerce Commission for rate-making purposes, are typically representative of this group which is composed of a far greater number.

	Stocks and Bonds Actually Outstand- ing	Cost of Re- production Less De- preciation
N. Y. N. H. & H.....	\$464,439,204	\$423,520,071
Grand Trunk Western.....	104,114,556	94,529,769
Erie	480,173,304	385,070,159
New York, Susq. & Western..	40,919,431	14,193,064
N. Y. O. & W.....	87,506,502	43,900,709
Nickelplate	229,565,609	130,210,967
Pere Marquette	138,510,000	110,297,648
Wabash	270,065,893	158,202,502
B. & O.....	971,321,960	842,695,944
Western Maryland	139,287,013	92,297,209
Virginian	124,590,500	88,884,441
Atlantic Coast Line.....	232,128,330	228,093,159
Florida East Coast.....	98,139,075	62,015,161
G. M. & N.....	37,224,637	29,210,224
Illinois Central	516,738,292	487,463,945
Southern	474,238,828	440,336,242
D. S. S. & A.....	42,684,000	15,431,475
C. G. W.....	133,238,701	73,379,929
Northern Pacific	560,465,000	487,406,540
S. P. & S. and affiliated companies	113,756,300	55,751,722
Colorado and Southern	95,539,300	37,710,210
Western Pacific	135,095,806	98,956,044
St. L. & S. F.....	351,108,123	238,185,325
Kansas City Southern.....	102,175,900	60,385,525
M. K. & T. and controlled lines	240,017,446	173,835,309
Missouri Pacific	516,479,100	381,596,101
N. O. Texas & Mexico.....	55,448,800	10,835,602
Texas and Pacific	142,520,000	124,889,533
St. L. & S. W. and affiliated companies	90,656,200	66,269,734

With this situation existing, it is very easily understandable why, when railroad revenues decline during period of economic stress, the railroads still confronted with the necessity of meeting the excessive interest payments resulting from this burdensome indebtedness, find themselves hard pressed.

The stockholder must take his loss through suspended dividends, labor must take its loss through reduced earnings and prolonged periods of unemployment, but the bondholder continues to take his tithe from the industry and makes no concession whatever.

Due to excessive capitalization the railroads which have brought about the "railroad problem" are faced with interest charges which are substantially in excess of the earnings which those properties may anticipate in normal years.

Last year was a good year for the railroad industry. From the figures reproduced below, however, (taken from the reports of the Interstate Commerce Commission) it is obvious that the interest charges against the railroads listed far exceeded the earnings of these carriers.

Carrier	1937 Net Railway Operating Income	Total Fixed Charges
N. Y., New Haven & Hartford..	\$ 4,591,390	\$14,555,786
New York Central	36,028,267	52,197,064
Baltimore & Ohio.....	24,908,625	32,184,031
Pennsylvania	73,000,926	80,679,411
Illinois Central	14,635,913	17,132,860
Seaboard Air Line	4,348,988	9,319,256
Chicago & North Western.....	37,401	16,702,507
C. M. St. P. & Pacific.....	8,790,661	14,902,320
Northern Pacific	10,651,002	14,411,675
C., Rock Island & Pacific.....	3,927,186	14,471,101
Southern Pacific	17,876,124	31,888,840
Missouri-Kansas-Texas (incl.		
M. K. T. of Texas.....	2,962,698	4,220,211
Missouri Pacific	11,003,379	21,119,649
St. Louis-San Francisco.....	4,967,011	12,855,098

No business can be operated successfully on a financial basis of this kind.

An analysis of financial histories of railroads in receivership today will show that the greater number of these receiverships has been brought about by this very cause or by similar conditions growing out of the dissipation of railroad revenues. Those railroads which have exercised foresight and have kept their bonded indebtedness within reasonable bounds are today in a sound financial condition.

Railroad bond issues have been floated on numerous occasions and in large amounts for the purpose of reimbursing railroad treasuries for additions and betterments, and the proceeds of the bonds have been given over to the payment of stock dividends, and railroads today are paying interest on those dividends.

Millions of dollars of railroad bonds have been issued by railroads for the purpose of securing the control of other railroad properties through purchase of the outstanding stock and bonds of those other properties, and these railroads today are paying interest on the bonds issued to gain control, as well as the mortgages on their own properties, while the subsidiary companies are paying no dividends at all.

Authority has been granted by the Interstate Commerce Commission to railroads to issue se-

curities, notwithstanding the law requires the Commission to find in advance that the petitioning carrier is not in need of reorganization, when those railroads have actually gone into bankruptcy within less than one year after the authority was granted.

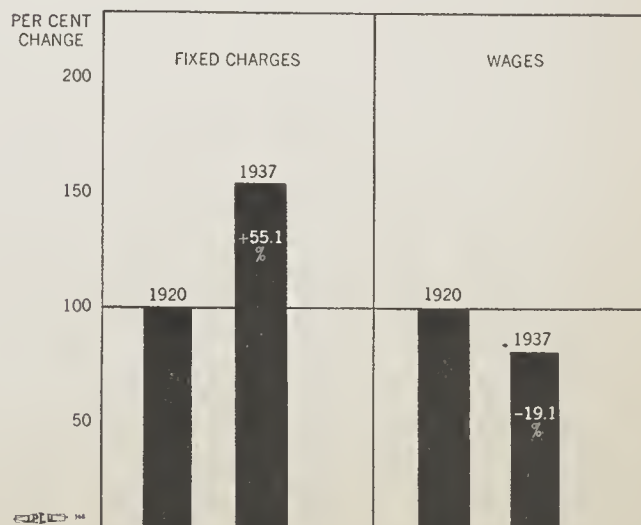
These are some of the *real* causes of the present "railroad problem."

To those who may have been inclined to accept the railroads' propaganda that railroad wages have burdened the industry, in addition to the information submitted above (p. 14) we should call to mind that, while railroad wages have increased but 1 cent an hour since 1920 and the total railroad wage bill has declined by 47 per cent, railroad stock and bond holders have taken from the railroad industry more than 14 billion dollars in dividends and interest payments. Railroad investors since 1920 have gotten out of the railroad industry about 100 per cent of the investment which they have made in the industry.

While *the total interest and dividend charges of the railroads, per 1,000 revenue freight ton-miles handled have increased 13.3 per cent since 1920, and the fixed charges alone per 1,000 revenue ton-miles have advanced by 32.4 per cent since 1920, on the other hand the wages of railroad labor per 1,000 revenue freight ton-miles handled have actually declined 44 per cent during the period.*

FIXED CHARGES AND WAGES PER DOLLAR OF OPERATING REVENUE

(Class I Railways, Excluding Switching and Terminal Companies, Based on I. C. C. Statistics of Railways)



During the years 1929, 1930 and 1931 the railroads paid out the largest dividends in their history. The amounts were as follows:

1929 —	\$490,125,673
1930 —	506,624,912
1931 —	330,150,873

For two years after the beginning of the depression the railroads continued to drain their coffers, and when the funds were exhausted the employees were called in during December of 1931 and asked to accept a wage reduction to "save the industry." The employees voluntarily accepted a 10 per cent reduction in wages.

Railroad revenues began declining again last November and reached a low point during February of this year. Since February they have returned to the fall level of last year, but railroad management, because of the pressure from the financial interests holding railroad bonds which for the most part have been bought at bargain prices, continue to press for a reduction in wages under the misguise that the railroad industry again must be "saved."

The "financial plight" of the railroads, like the reports of the death of the celebrated author Mark Twain, has been greatly exaggerated.

True, the financial condition of American railroads today would be much sounder had the financial affairs of the roads been managed constructively and diligently in the interest of permanent, economical and efficient railroad transportation service, and had railroad revenues not been drained off by financial manipulations.

Railroad labor as has been definitely and conclusively shown, has in no wise constituted a burden upon the industry, but has made substantial sacrifices during good times and during bad times on behalf of the industry in which the lives of its one million workers are invested.

Railroad labor is constituted of one million American citizens who are directly dependent upon the railroad industry for a livelihood. The families and relatives of railroad workers—numbering several millions of other individuals—are also directly dependent upon the industry for their existence. Still millions of other workers in other industries scattered throughout the country, whose products the railroads purchase in large amounts annually, are indirectly dependent upon the railroad industry to a large extent for their means of support.

Railroad labor cannot subscribe to the proposition that these millions of American citizens should be penalized—be deprived of actual necessities of life—and the American public should be deprived of safe, dependable and efficient railroad transportation service, so essential to the general economic well being and national defense—simply in order that the whims of a privileged few may be served.

Railroad labor is unqualifiedly committed to the proposition that a fair wage should constitute the first claim on the revenues of *any* industry and particularly industries like the railroad industry where the return to the industry is so fixed by public authority to permit of enlightened employment.

The railway employees of this country cannot fairly and justly be called upon to make still greater sacrifices and undergo additional hardships merely to bolster up and prolong the existence of a capital structure in the railroad industry which is inflated to the extent that no reasonably anticipated earnings will enable the industry to meet that burden.

OPENING STATEMENT BY J. CARTER FORT, COUNSEL FOR THE CARRIERS BEFORE THE EMERGENCY BOARD, SEPTEMBER 30, 1938.

MR. FORT: May it please the Board with your permission I would like to make a rather extensive opening statement. Of course it will necessarily be fragmentary and incomplete, but I believe it would serve a definite purpose if I should, within the practical limitations of time, make a fairly complete opening. I think it would be fairer to the other side and I believe it would serve a purpose from the point of view of the Board.

My purpose shall be, of course, merely to explain to you our position in this controversy, the reasons for that position, and to outline briefly what we intend to show by testimony.

However, I want to refer also to the events which led up to the creation of this Board, to this emergency, to the issue before the Board as we see it, and if I may with some temerity I would also like to speak for a few moments on what I take to be the nature and function of this Board.

The first question which naturally suggests itself is, who is responsible for this emergency which required the appointment of this extraordinary tribunal? I say tribunal because this case of course in a sense is an adversary proceeding. We realize that in another sense it is an inquiry and an investigation, and we shall try to approach all the issues from that point of view as well as from the point of view of an adversary proceeding.

Now, in order to develop this matter of responsibility for what it might be worth, and I think it is worth something, it is necessary to refer very briefly to certain provisions of the controlling statute and to certain of the events, certain of the stages that this controversy has already run through.

Of course, the Railway Labor Act is the controlling statute in this case. That Act was passed in 1926 with the cooperation of railway management and railway labor. The purpose of the Act was to provide machinery for the orderly, peaceable disposition and settlement of controversies involving wage disputes on the railroads.

Four broad steps were provided, first, conferences between the parties; second, mediation with the aid of the National Mediation Board which was set up by that statute. Failing agreement in conference or in mediation, the law contemplates arbitration. Arbitration is not made compulsory but the machinery for arbitration is set up and the Act provides for the enforcement of arbitration awards.

If the parties fail to arbitrate then there is provision for this Emergency Board or a board of this character. Of course, the award of a board of arbitration is, as I have suggested, binding. The award or judgment or conclusion of this Board has only the sanction of enlightened public opinion behind it and it is, I take it, the primary duty of this Board, not to attempt to act as another Board of Mediation, but to inquire into the merits of the proceedings in order that it may enlighten the public opinion which is the sanction for the conclusion of this Board so far as it has a sanction at all.

Now, there were certain other provisions of the law, I think, that we should bear in mind at the outset. No wages can be changed without thirty days' written notice. There is a provision that there must be conferences between the parties within those thirty days. There is further provision that wages cannot be changed while conferences continue. There is a provision that wages cannot be changed for ten days after conferences are concluded. There is a provision that upon the invocation of either party, the Mediation Board will intervene. When the Mediation Board does intervene, wages cannot be changed while mediation is in progress. Wages cannot be changed for thirty days after mediation has concluded. The last Act, mandatory Act, which the statute puts upon the Board of Mediation, if its efforts fail in mediation, is to request and urge the parties to arbitrate under the provisions of the Railway Labor Act.

As I have said, thirty days after the failure of mediation and the failure to arbitrate, no change can be made the wages. Then there is a provision that if the Mediation Board notifies the President that an emergency exists, which threatens to interrupt interstate commerce, that the President may appoint an emergency board of this character, and if he does, still there shall be no change for sixty days after that.

So that you will see it is a rather long program to attempt to change wages.

Here we are now, five months after the notices were served in this case and still the case is pending. Now, the notices served in this case were served on May 12th, 1938, by the individual railroads upon their individual classes of employees. At the time those notices were sent, there was a suggestion made in the notice that the case be handled jointly and nationally, that is, for all railroads as a unit, and for all labor as a unit. The eighteen organizations represented here by Judge Hay, agreed to a joint National handling. The Brotherhood of Railroad Trainmen represented here by Mr. Davis, agreed to a separate National handling, but not to a handling joint with the eighteen.

The original effective date of the wage decrease, as set forth in the notice, was July 1st. Prior to the expiration of the 30 days after May 12th, conferences were held between the individual railroads and the individual classes of employees, while the question of national handling was being considered by the men. After they had reached the conclusion which I have already suggested, a Committee known as the Carriers' Joint Conference Committee, which was empowered by the railroads to handle this matter to a conclusion, met on June 28 with these 18 groups in Chicago in conference, and on June 30th they met with the representatives of the Brotherhood of Railroad Trainmen. Conferences were carried

on with some interruptions, as I recall it, from that time until about the 4th of August. About the 4th of August there was an agreement reached to this effect, that no agreement could be reached, and that it was futile to continue the conferences. Thereupon the railroad companies invoked the service of the Board of Mediation and the Board accepted that invocation as indeed, under the law, it is bound to do. Prior to that time representatives of the Brotherhood of Railroad Trainmen had invoked the service of the Board, but the matter has been kept in suspense during the course of the conferences.

When we invoked the Mediation Board's services, we asked the representatives of the 18 groups to join with us in that invocation, but they saw fit not to do so.

The entire membership of the Board of Mediation came to Chicago, about August 11th, and continued its mediation efforts from that time until, I think, August 31st. On that day they decided that mediation held no hope, and no promise, and they addressed a letter to all the parties, that is the representatives of the 18, the representatives of the Trainmen, and the representatives of the railroads, urging that arbitration be resorted to. The railroads immediately expressed their willingness to arbitrate; the representatives of the 18 groups flatly refused; the representatives of the Trainmen flatly refused for reasons which they will no doubt disclose to you.

THE CHAIRMAN: Well, Mr. Fort, in your notice of last May, to whom was that addressed?

MR. FORT: The original notice setting forth the intention of the railroads to reduce the rates by about 15 per cent on July 1st, was served by each individual railroad company upon the representatives of each class or craft of employees, which was separately represented on its line.

THE CHAIRMAN: That included both the 18 and the Trainmen?

MR. FORT: That is true, yes, sir. There was no distinction between the two, so far as the notices were concerned.

THE CHAIRMAN: That is what I wanted to understand.

MR. FORT: Perhaps I should have said in tracing this history, that immediately after the notices were served, responsible leaders of the labor organizations announced that they would take no reduction at all. To what extent such an attitude nullified the effectiveness of the machinery provided by the law for conference and mediation, is a matter to be borne in mind. They apparently pre-judged the case before any opportunity had presented itself for the arguments or the facts to be threshed over in conference or in mediation.

So it may be that there is no cause for wonder in the fact that conferences came to nothing, mediation came to nothing, and there was a refusal to arbitrate. At any rate, shortly after the refusal to arbitrate, the railroad companies sent a letter or a number of letters to their employees, calling attention to the fact that these rate reductions which originally were to take effect on July 1st and which have automatically been postponed from time to time by the operation of the statute, would become effective October 1st, which is the first day they could become effective under the law.

Immediately after that notice, there was an announcement by the employees, and I think that this is true both of the 18 and the Trainmen, to take a strike vote, and the strike vote was taken.

On the 26th of September, there was an announcement by the leaders of the organizations that the strike vote was in favor of the strike, and a strike was called by the 18 effective, I think at 6:00 P. M., September 30th, and by the Brotherhood of Railroad Trainmen effective at 12:01 A. M., October 1st. If I am wrong about those dates, at any rate a strike was called.

Thereupon, on September 27th, the Mediation Board, following the provisions of the statute, notified the President of the United States of the emergency, and the President appointed this Board. And now, I think that brings us—

DEAN LANDIS: (Interrupting) With reference to that strike vote, was that a vote by the employees, or was that a vote by the governing officials of the 18?

MR. FORT: As I understand, Mr. Landis, that is a vote taken in which the employees themselves vote; the membership of the Union, at any rate.

MR. HAY: There were over a million ballots cast by the employees.

MR. FORT: Does that answer your question, sir?

DEAN LANDIS: Yes.

MR. FORT: On the point of the strike vote, perhaps we should bear this in mind. In order to have a sixty day extension beyond October 1st, it was necessary to have an emergency arise and the Board appointed. When that takes place, there is an automatic extension of sixty days in the effective date of the wage change. Under those circumstances what a strike vote would mean, in other words, whether they were voting upon sixty days' extension or whether they were voting for an emergency board, or whether they were voting for a strike, of course I do not know. That is something that we could all speculate about, each in our own particular way.

As I say, that brings us down to date and down to the appointment of this Board. Of course, the Board is entirely familiar with its functions, a great deal more so than I am, but if I may, I would like to again suggest that the entire scope of the statute, the entire scheme of things in which this Board sits shows clearly, I believe, that this Board is not to be regarded as a mediation board attempting to bring the parties together by give and take. There is no conciliation in the duties of this Board.

The Board, in view of the public interest, is called upon to make a report to the President so that he and the country at large will know what is sometimes called the facts and what may be called the merits so that the public may intelligently judge who is right and who is wrong, who has brought about this emergency and what should be done about it.

Therefore, I say that the Board could not fulfill the place which it occupies in the scheme set up by the law unless it did approach the problem from the point of view of the merits of the case, and that is the way that we intend to present our case,—on the merits.

Then the issue as we see it would be this. Perhaps it may be stated in several different ways, but it all comes to the same thing. In the first place, under all of the circumstances, is the proposed reduction justified? Or, you may state it in this way: Under all of the circumstances, are the employees justified in their position of refusing to take a reduction and of calling a national strike? Or, it may be stated in this way, and perhaps this is the ultimate way to state it,—under all of the circumstances, what would be a reasonable disposition of the controversy which is pending?

Now, this is the first Board—I think that there have been some sixteen or eighteen Boards since the statute was passed in 1926, but this is the first Board ever called upon to pass upon the general level of the wages of all railroad employees throughout the United States. I think all of the other Boards have had issues which were either local, territorial, or particular to one class or another.

The question in this case as we see it has to do with the general level of the wages of all organization employees. In the very nature of things, we could not undertake to decide here whether one individual employee gets more or less than he should get as compared with others, whether one individual employee should have his wages cut and another individual not, whether one class or group of railroad employees are better paid than others, and whether one group should be cut and another group not cut. Time limitations alone would make such an approach absolutely impossible.

Aside from that, the considerations upon which we rely are general considerations running to the general level of wages of all employees. If this Board were not empowered to approach the question from that point of view, it would be reduced to an administrative paralysis.

Furthermore, it has been recognized by all interests for many years that such an approach is necessary in cases of this kind.

In 1932, or when the depression was reaching the bottom and when the railroads were in very bad financial condition, there was a voluntary 10 per cent cut in the wages of all railway employees. That was handled as an overall matter dealing with the general level of all wages. When that deduction was eliminated, and it was eliminated by installments beginning July, 1934, and finally eliminated April, 1935, that was also done in an overall way, no distinction being made between one employee and another or between one group and class and another group and class.

Also, in 1937, last summer and last fall, there was a general raise in wages of pay of railroad workers, which averaged about 8 per cent or in that neighborhood.

Now, in that case, the employees broke into two great groups. One group was made up of what is known as the engine and train service employees, and the other group made up of what is known as non-operating employees. All of the classes in one of the great groups and all individuals in that group were treated alike. There was a 40 cent day or 5 cents an hour increase in wages given to the non-operating groups. All of the operating groups were treated alike, too, and they received an increase of 5½ cents an hour or 44 cents a day. I think it might be said that the general purpose was to treat all alike. While the train and engine service groups received a larger daily increase last year than the non-operating groups by reason of the fact that their wages are higher, they received a somewhat smaller percentage of increase than the non-operating groups, and I think that that distinction has nothing to do with the point which I am trying to make, and that is that it was an overall consideration and not an effort to divide class against class or individual against individual.

Now, if we are right that the question presented to the Board is what is a reasonable general level of wages for organization employees, whether that general level will be reasonable after the proposed reduction, the question immediately arises as to what are the tests of the general level of wages or the reasonableness of a general level of wages.

Of course, there is no way to test the reasonableness of wages in a vacuum. The reasonableness of wages is not a matter of legal or ethical abstraction. The reasonableness of wages can be determined only by a consideration of the conditions and circumstances that bear upon the reasonableness of wages. The fact that a certain level of wages may be reasonable under certain conditions is no indication at all that the same level of wages would be reasonable under wholly different conditions.

Wages of railway workers have been raised time after time because of increased living expenses, because of increased general prosperity in the industry, because of improved general economic conditions.

Now, it is a poor rule that does not work both ways, in fact it is a rule impossible of application. To say that wages should be raised by reason of favorable conditions to a point made possible only because of those favorable conditions, and then to say that wages should not respond to unfavorable conditions on its face to me seems absurd.

It is not only absurd but it just can't be done.

Now I wish to make this clear at the outset. This is not, from our point of view, what some people have called a "tin cup" case. We are not here asking that these wages be reduced solely because the railroads are in desperate financial condition, and regardless of whether the level resulting from the reduction will be fair and just or would not be fair and just. Our position is that this wage level, under the circumstances which now exist, under the conditions which now exist, is too high, it is unreasonably high, and one of the circumstances of importance in making that test and one of the utmost importance is that the railroad industry is now in desperate condition.

Of course there are other conditions that must be considered also, the cost of living, the other employees generally, the citizens of the country generally, and general economic conditions. Now we hope to bring before you evidence bearing on all those conditions, and showing that under the conditions which now exist, the railroad employees are the preferred and fortunate class in the economic scale; that they are out of line with their own industry; that they are out of line with other people.

Now that, we say, is the only way to test a level of wages. So while we rely very greatly on the critical straits in which the railroads find themselves, it is because we think that that is one condition that bears upon the reasonableness of a level of wages; we are asking no contribution from anyone, we are asking for a fair level of wages.

Now if it please the Board on this matter of the reasonableness of the level of wages, an incomplete summary of the evidence which we hope to present to you will show, we believe, first, that the railroad industry is now in a critical and desperate condition, with business running 20 per cent lower than last year; second, in contrast, the railroad employees who are still on the payrolls, are receiving the most liberal wages in history; third, but 250,000 railroad employees have lost their jobs during the last year, partly because of the inability of the railroads to pay them, because regardless of any theory, if you haven't the money to meet the payrolls you can't put men on the payrolls; fourth, railroad employees are now receiving higher average earnings than employees generally. They constitute a group which is fortunately placed in the economic scale in spite of the fact that the industry from which they obtain their livelihood has reached a distressing level; fifth, compared with 1929, the year of greatest national income, the average weekly earnings of railroad employees are now about 5 per cent higher in actual money, while the cost of living has decreased more than 16 per cent.

The net of that, taking the double relationship, is that they now have a purchasing power more than 25 per cent higher than the purchasing power they had in 1929 when the country had reached a point or level of prosperity which has never yet returned.

THE CHAIRMAN: How does the number now employed compare with the number then employed?

MR. FORT: The number now employed is way down below the number employed in 1929. I think there are 700,000 men, fewer men, employed now, than there were employed then, and that is one of the things that we want to talk about. People who are not now employed will not suffer by reason of a wage reduction. The job that they haven't got will pay less—that is all.

Now so far as the unemployed are concerned, there isn't any doubt in our minds, and we will attempt to establish it before your Board, that this reduction will work strongly to their benefit. There is no doubt in our mind that more men will be employed if this reduction takes place, than would be employed if the reduction does not take place. There is lots of work to be done on the railroads, there is lots of deferred maintenance. The question is to get the money to pay the men to do the work.

Now I have pointed out to you how the general level of wages of railroad employees has moved since 1929. What of others? While the earnings of the railroad employees are now higher than in 1929, the earnings of other employees of the country are generally substantially lower, and this is true also of the average earnings of farmers and farm labor, and indeed of the average income of all the citizens of the country.

In 1929 the railroad industry was in a reasonably prosperous condition, and now it is impoverished. But the men are now getting 25 per cent more in real wages than they were getting in 1929.

Since the summer and fall of 1937 when the wage increases averaging about 8 per cent were granted to the railroad employees, there has been a radical change for the worse in the condition of the railroad industry, in economic conditions, generally, and in the income of the average citizen. If conditions now existing had existed in the first six months of 1937, would there have been an increase in railroad wages at that time when they were already on the level of 1929? I think that is a question that the Board might ask itself.

We raised wages in the summer and fall of last year. At that time the railroad business had been making progress for about three years, two or three years. It seemed to be going up, although it had gained only a small part of the ground lost since pre-depression days; nevertheless, it was going up, and predictions as to the future in many circles were rosy. The men at that time were given the benefit of the doubt as to prediction. Their wages were raised on the theory that things were getting better. Almost immediately after their wages were raised last August and September, everything turned down. The railroad business went into a nose dive, so that the assumptions upon which that increase was based turned out to be false ones, and as I say, if you look back to that time now when those wages were increased, and if you assume then that we had the conditions that we have now, no one in the world would even imagine that there would have been a wage increase. Wage reductions would have been in order instead of a wage increase.

Now, I have spoken of the present condition of the railroad industry. I have referred to it generally. The gravity of that condition, I am sure, is not generally realized, although why it is not is difficult to understand. Last spring the President addressed a message to Congress on the increasingly difficult problem of our railroad transportation. With his message he transmitted a report which had been made to him by an informal committee composed of three members of the Interstate Commerce Commission. Commissioner Splawn was the chairman of that informal committee and therefore the report is generally known as the Splawn Report. I shall give copies to the Board during the course of this proceeding. The Splawn report contains an elaborate statistical summary of the present railroad situation, and leaves no doubt whatever of the gravity of that situation. It refers at length to the effect which the long depression has had upon the railroads and particularly to the extraordinarily bad turn during the last year. It reviews the great and radical change in transportation conditions, and here is a thing that is right at the heart of this question, and we will elaborate it in our case as we go along. The great and radical change in transportation conditions was brought about principally by the rapid development of new and competitive forms of transportation. The transportation today isn't what it once was. The railroad business today isn't what it once was. There is a wholly different situation recognized by all government authorities who have dealt with it, and that has a very great bearing on the wages that can be paid; that has a very great bearing on the necessity to keep costs down to meet competition to keep the industry from drying up, to preserve the industry for the men as well as for the owners, to preserve the industry for the shippers and for the public as a whole—a very difficult problem is presented by reason of those changes.

I am going back to the Splawn report. It called attention to the railroad wage increase of last year, and to the pending proposals to reduce wages. As to the proposed rate reduction, no recommendation was made by the Splawn report, because as that committee pointed out, the Railway Labor Act contemplated that such a question should be decided under the machinery of the Railroad Labor Act. However, the committee did take occasion to state that, and I am quoting—

“Such wage reduction would be a means of very definite and positive financial relief to the carriers.”

And no committee that I know is in a better position to know whether or not that is true.

With respect to the financial situation, we shall call Dr. Parmelee to the witness stand and he will develop the present situation elaborately because that after all is at the very bottom of this case, and he will also develop the trend of the financial condition of the railroads over a period of years.

This will stand out, I believe, that the developments during the past year, since these last wage increases were granted, which carried wages to a new level in purchasing power, higher than ever before in history, that the developments during the last year have been highly unfavorable and have precipitated an emergency situation with which we are faced today.

Now, these developments of the last year which have been so bad came on top of a depleted industry, which had just suffered seven long lean years, although there had been a slight recovery from 1933 on up through 1937, more than slight, but it still left us far behind the normal level.

There are now 77,000 miles of railroad in hands of the courts, in receivership or trusteeship, much the greatest number of miles and much the greatest percentage of miles ever bankrupt in the history of American railroads.

In 1929 there were only 2 per cent of the railroads in bankruptcy where now there are over 30 per cent, I mean, measured by mileage. In the first 36 weeks of 1938, carloadings were 44.7 per cent less than in the corresponding period in 1929. That shows what has happened to the railroad business during this depression. And during that same period they were 24 per cent less than in the corresponding year of 1937. That is what has happened between 1937 and 1938, a loss of 24 per cent in the carloadings. Car loadings, even now, are running 20 per cent below this time last year, and by this time last year you were beginning to see some indications of the recession which was on its way. The first six months of this year the rate of return on our property investment, on an annual basis, of the railroads, has dropped to a fraction of one per cent, that is to say, .67 per cent.

For the same period in 1929 that return was 5.24 per cent.

Even in the peak times, the boom times, even in 1929, the railroads were earning less than 6 per cent on their investment, but you can get along on earnings like 5.24 per cent. But now we are earning less for the six months period, less than 1 per cent, which of course presents a wholly impossible situation.

That was the first six months of 1937. We are earning 2.84 per cent, almost 3 per cent, just a year ago.

I want the Board to keep in mind what seems to us to be very important, and that is the change which has taken place since 1937, not only the change over a long course of years, but since 1937.

The first six months of 1938, operating revenues were \$1,636,000,000 contrasted with \$3,030,000,000 in the same period of 1929. And with \$2,068,000,000 in 1937—in the same period of 1937. In other words, the decrease from 1937 has been practically 22 per cent, and from 1929 has been 46 per cent. That is in your revenues.

The net railway operating income, which is what you have left after every payment of expenses and taxes and before paying any fixed charges at all, the first six months of 1938 it was 87 per cent less than for the corresponding period in 1929, and 76 per cent less than the corresponding period just a year ago in 1937.

The net income after fixed charges has disappeared entirely. In 1929 it was \$374,000,000. That is, of money available for dividends for improvement of property and things of that kind. Even in 1937, a year ago, it was \$39,000,000 of net income, but for the first six months of this year, there was a deficit of \$181,000,000 in net income.

It would be impossible, I submit to the Board, to overstate the gravity of the present railroad situation. Even these earnings that we have in the first six months of 1938 have been brought about by the most drastic economies and by cutting maintenance work to the bone, by failing to do any maintenance work that did not have to be done for purposes of safety.

Summarizing that just a moment. We shall show you by our evidence that after 1929, conditions grew steadily worse for the railroads until 1932 and 1933. An improvement then started which continued through the first six months of 1937. Even in the first six months of 1937, we had regained only a small part of the ground lost since 1929. We were getting back then around the levels of 1931.

On the strength of the improving business in the first half of 1937, we raised wages in the summer and fall of that year to a point far above the 1929 levels. About the same time, general conditions began to show a turn down which became more and more severe, so the railroads now find themselves in many respects in worse condition than they were in 1932 and 1933.

And during that time, wages had been subjected to a 10 per cent voluntary deduction, that has been restored since, and 8 per cent added on top of that, yet the railroads themselves are back on the level, roughly speaking, they are back in many respects to the 1932-1933 level.

I do not want to impose upon the time of the Board, but roughly, what has caused this railroad situation? Of course, in the first place, we have had the long depression and with the recession during the past year. In the second place, you have had this development of competition which make a very striking picture and which will be brought to you in due course; and in the third place, you have this level of wages which is entirely out of line with conditions prevailing in the industry or in the country generally.

What about our rail rates? It might be said, "Why not get the money from the public through rates?" Last fall and winter—last winter—the railroads went to the Interstate Commerce Commission and asked for 15 per cent increase in their rates. The Commission granted an increase of about—a little over 5 per cent, much less than the railroads asked for. They did it, although they recognized that that would not be enough to put the railroads in a financial condition that they should be in. They did it because they thought that if the rates were any higher, they would not produce, because of the competitive situation, greater revenue than the rates which they fixed.

But the only point that you are interested in and that we are interested in is this, that so far as getting money by raising the level of rates is concerned, we have exhausted, for the time being at any rate, those possibilities. We have gone to the Interstate Commerce Commission and we have gotten as high a level of rates as they would give us.

Now, we have seen how the railroad industry has been faring. How about the employees? How have the employees been faring over the same time?

When the depression began in 1929, the revenues of the railroads were immediately subjected to severe decline. The railroad business started off right in the fall of 1929, but no change was made in the level of railroad wages until February 1932, and at that time there was this ten per cent deduction in pay which was agreed upon by the management and the employees. Coming, you will see, several years behind the depression.

In 1934, July, 1934, 2½ per cent of that was restored. In July, 1935, 2½ per cent more was restored and on April 1 of 1935, the whole deduction had been eliminated and they were back on the 1929 basis. Then as I say, last fall they went 8 per cent above that basis.

Mr. Chairman, I have reviewed very briefly the history of the wage rates since 1929.

Now, it is of some interest to keep in mind the steps by which this level of 1929 was reached without going into any detail.

During the period of Federal control which began January, 1918, and which ran until the early part of 1920, the wage of railroad employees was fixed by the United States Government, the Director General of the Railroads. When that period came to an end in 1920, there was created the organization known as the Railway Labor Board, and this Railway Labor Board, a Governmental authority, fixed the wages of these men from that time until 1926.

In 1926, the present Railway Labor Act became effective providing for mediation and conference, arbitration if agreed upon, and emergency boards.

Since that time, the level of these wages has been greatly influenced by the machinery of the present Railway Labor Act. I believe there have been some sixteen emergency boards, a very large number of arbitration boards, conferences and mediations. And those are the things that led up to that level of 1929, and I have traced it since 1929.

Now, what are the earnings of these men under the wage levels to which I have referred?

We have two sources of information with respect to the earnings of railway employees. One is the statistics of the Interstate Commerce Commission; and the other is the recent report and study made by the Railway Retirement Board during the last month.

The figures of the Interstate Commerce Commission which show the average annual compensation of railway employees are arrived at by dividing the payroll for the year by the average number of employees as shown by the so-called middle of the month count. We shall explain to you through witnesses just how this middle of the month count is determined and what its significance is, in our opinion.

Suffice it to say now, that the annual earnings paid by this method show the average earnings of what might be roughly called persons regularly employed. It does not show the railroad workers working full time.

There is a distinction when I use "full time" as against "regular employment". The average for the employees working full time would be considerably higher than the averages shown under these middle of the month figures.

There has been some criticism by the labor organizations of these middle of the month figures, but I think that has grown out of a misunderstanding and confusion as to what the figures purport to show. We think the figures are sound and valid as showing the earnings of the employees working with considerable regularity, although not necessarily full time. But beyond any question, of course, these figures are beyond criticism as showing trends and as showing the comparison of earnings of one year with another, and we shall rely very largely on such trends as that.

The recent study of the Railway Retirement Board very strongly confirms the middle of the month count figures of the Interstate Commerce Commission. This study needs little analysis in order to understand its true significance. I am speaking of the study of the Railway Retirement Act, and I feel justified in taking a little of your time on this, because you will hear a lot about it before the case is over.

This study was based upon the reports of the Railroad Retirement Board of the earnings during the year of each man whose name appeared on the payroll of the carrier at any time during the course of the year even for one day. Thus there were included a great number of men who do not look to the railroads for a living, casual laborers looking to other fields for livelihood other than the railroad field. Snow shovelers, for example, and men who work after floods and storms are men of this character. You will understand the significance of this point when I tell you that more than 109,000 people were included in this category, who earned, each one, from the railroad during the entire course of the year, less than \$10.00. Is that a man attached to the railroad industry? Is that a man who looks to the railroad industry for his living? Of course he is not.

Now, there were 368,000 of these men included who received less than \$100 a year. They belonged to the same casual group, although not to the extreme degree that the ten-dollar man, and there were over 500,000 who earned less than \$300. Obviously these are not men who devoted substantial time to the railroad industry or could be regarded as attached to that industry, or who looked to that industry for livelihood.

Approaching the same subject in another way, 231,000 of the men included in this study worked only in one month in the year. That doesn't mean for one month, maybe for a day, but only in one month. 436,000 worked only in three months of the year, perhaps two or three days in the three months. Men who died or retired during the year are included in the count, and also the men who took their places, with the consequent duplication; and during 1937 there were unusual retirements because of the new pension law. Men who were sick for a part of the year and the men who took their places were both counted, with another duplication.

Thus the average, over-all average, produced by dividing the entire wages paid by the number of men who were on the payroll some time during the year, was almost entirely meaningless. It does not show what the average railroad man earned in the year because it included people of the kind I have mentioned. It does not show the average income of all men whose names appeared on the railroad payrolls during the year because it does not show their earnings from other sources. Take the man that made ten dollars on the railroad — what did he make somewhere else? This study doesn't show that.

Is it to be expected that men who earned less than that \$10 a year from the rails do nothing the balance of the year and earn nothing from other work? Of course this is also true of men who earn a good deal more than \$10. Neither is the figure—I might say here, and I should have said it before, that when you make this division of the entire payroll by all these men who worked one day during the year, you get an average earning of railroad employees for 1937 of \$1,115 which has been publicized far and wide. That figure is the figure I am talking about. It means nothing in the world, either as showing the earnings of the railroad men or the income of the men on the payrolls, or anything else.

Now, not only does it fail to have any significance, as showing earnings, but it has no significance showing unemployment in the ordinary sense of the word. The turnover in casual labor does not throw any light on unemployment in the railroad business. The fact that you hire men who are casual laborers, a number today to clean snow or do something of that kind, and then next week you have another snowstorm and you hire another group because another group is available and that first group is not available, throws no light whatever on the unemployment situation.

MR. LANDIS: Generally speaking, how is this casual labor recruited?

MR. FORT: I suppose in a good many different ways. In the large cities I imagine it is recruited through labor agencies of one kind or another, or perhaps through putting up signs so that anybody who wants to get a shovel and clean snow can come in and do it. I will try to develop that in the testimony by someone who knows more about it than I do.

Now the fact that this \$1,115 figure means nothing, doesn't mean at all that the study was worthless. Far from it. The study was very enlightening. I have told you what it doesn't show. Now I will tell you a few things it does show.

The importance of this study lies in the fact that it shows first that railroad employees who work with a reasonable amount of regularity earned high annual compensation, about the same as that shown by the Interstate Commerce Commission middle of the month figures, and it shows secondly, that some 85 to 90 per cent of the total payroll of the railroads goes to men of that character, that is men who do work with reasonable regularity and who do get large earnings. Roughly that shows that approximately 90 per cent of the work done for the railroads is done by these men who have this regular employment and who make high earnings.

The study shows for example, that in 1937, 917,000 men did some work in each of the 12 months. That doesn't mean that they worked all the time, but they worked some time in each of the 12 months and that these men averaged \$1,785 a year. It also shows that the compensation paid to these men was 84.4 per cent of the entire payroll. Thus it can be said that approximately 85 per cent of the payroll went to men who did work in each of 12 months and roughly 85 per cent of the railroad work was done by such men.

Now, let's take men who weren't employed quite so regularly as that. If we consider all men who worked some time in each of 11 months as regularly employed, we find their average compensation for 1937 was \$1,748 and that they received 88.6 per cent of the entire payroll. Now, if these wages are reduced, as we think they should be reduced, where does the reduction come from? 88.6 per cent of the entire reduction comes from these men whose average compensation is \$1,748. I am making a full disclosure in my opening statement because if there is any way to answer what I have said, I want it answered. As I say, we regard this not entirely as an adversary proceeding, but as an inquiry and an investigation, in which the Board has an independent duty.

Now, I have been speaking of those earnings in 1937. You don't want to overlook the fact that those earnings do not reflect in whole the increased wages which came about in the late summer and fall of 1937. They would be higher still if they were on the present scale of wages rather than on the 1937 level. Now, what about the other 10 or 15 per cent of the work done by other people? This does not mean that it was done by railroad men who were suffering from part time work or unemployment, necessarily. Let's see what it includes. As I have said, this reflects work done by casuals, it also reflects work done by men who are separated from the service by death or retirement during the year. Take the man who worked until the 15th of January and retired. The fact that he only earned a little money in that year wouldn't be due to anything that is generally known as unemployment, it would be due to the fact that he worked a half a month only before he quit. But he is counted and the man who takes his place is counted so I will say that that study neither shows the low earnings which people have claimed, but on the other hand shows high earnings and does not show any condition of unemployment, does not really reflect any condition of unemployment.

Now, there is another thing to remember about those figures. They include what is paid the men only up to \$300 a month and once a man gets over \$300 a month, whether he be an executive, a railroad engineer or who he is, only \$300 is included in these figures, because under the pension law, they are not interested in earnings of more than \$300 because the pension is based on a maximum of \$300.

Now, coming back a minute to the Interstate Commerce Commission figures, because they are the only figures that show a trend over the years—these Retirement Board figures show them only for one year—it is very valuable to compare them with the Commission's figures, to see how they compare, but nevertheless we must go back to the Commission's figures to get our trend over the years. Now, according to the Interstate Commerce Commission figures, the average weekly earning of all railroad employees in the first six month of 1938 was \$33.73, that is a week.

I shall later compare the trend of the earnings of these people over a period of years, with the trend in other fields, and with other wages, but first I want to compare the present situation. How do these men compare now with other workers and other citizens? There are about 1,000,000 railroad employees, and they work in every city, village and rural community in the United States, in every State and almost in every county. They do almost every conceivable kind of work. This being true, when you are looking for a comparison with the average level of railway wages, to get anything worthwhile you have got to a broad base.

We will attempt to bring before you all of the broad bases that are available in government figures or in figures from other recognized sources. All show the same result, that railroad workers are better off than workers generally at this time, and better off than citizens generally. Probably the broadest base of comparison is to be found in the Department of Commerce figures showing average earnings of all employees in the United States based on the first six months of 1938. This shows all employees \$24.01 a week. For railroad employees, the same figure is \$33.73 a week, and that includes railroad officials. Probably the next broadest base to be found is the figures of the United States Bureau of Labor Statistics for all manufacturing wage workers for the six months of 1938. They show the weekly earnings in this way: All manufacturing,—\$22.24; railroad employees—\$33.17. Now, the difference between that railroad figure I gave there, \$33.17 and the figure I gave above, \$33.73, is accounted for in this way. The second comparison has to do only with so-called wage workers, whereas the first comparison has to do with all railroad employees except executives.

I will also show you the figures of the National Industrial Conference Board for wage workers in 25 selected industries. For the 25 selected industries, the weekly earnings are \$23.47 for wage earners; for the railroads, we have the same figure of \$33.17.

We believe that these earnings are computed on a comparable basis although there are some differences in the computations and we shall call those to your attention.

We shall also bring before you the figures of the Department of Agriculture on the income for farm and wage of farm labor. Much railroad labor is rural labor, so that it is of considerable value to bear in mind what farm labor and farm income amount to. During the first six months of 1938 the average wage for farm labor was \$8.12 a week; for railroad employees, \$33.73. The average farm income was \$15.50, the average income per farm that is. The average weekly earnings of the railroad employees were \$33.73. We believe these broad bases are the best comparisons, but it is difficult to find even in selected industries, industries where weekly earnings are as high as railroad weekly earnings.

Now, there are of course certain selected industries where hourly earnings are higher than railroad hourly earnings, but the weekly earnings even in those cases are generally considerably lower. Moreover, in these selected industries, these selected industries where the hourly earnings may be higher than in the railroad business, they are ordinarily to be found in large urban centers, and are not comparable to the railroad employees scattered all over the country, cities, towns, villages, country and everywhere.

Now up at this point, in these wage comparisons, I have referred only to the present earnings, but even more important, I think, is the comparison of trend earnings, how railroad employees now compare to 1929 with relation to the comparison of other workers now to 1929.

In 1929—I am speaking of actual wages now—not so-called real wages—the average weekly earnings of railway employees, excluding officers and employees not in this case, was \$32.16. By 1938 it had grown to \$33.73, or an increase of 4.9 per cent. Let's see what has happened to other people during the same time.

All employees in the United States on full time equivalent earnings, and this is your national income figure, or derived from it—in 1929 it was \$27.83. In 1938 it was \$24.00, or a decrease of 13 per cent, as against an increase of approximately 5 for the railroads.

PROFESSOR MILLIS: Are those full time or actual earnings?

MR. FORT: Full time equivalent. Now take all wage workers in manufacturing industries. They have moved up or down from \$27.73 to \$22.24, or a decrease of 19.8 per cent as contrasted with the 5 per cent increase in the earnings of the railroad employees.

PROFESSOR MILLIS: Are those again full time?

MR. FORT: They are calculated, as we will explain again in detail, and as you probably now know, Professor Millis, on a weekly payroll basis.

Now the next comparison is with your wage earners in the 25 manufacturing industries. In 1929 that was \$30.86. It is now \$24.59, or a decrease of 20 per cent, contrasted with the railroad's increase of about 5 per cent.

Farm labor has gone from \$11.43 in 1929 to \$8.12 now, or a decrease of 29 per cent.

Farm income has dropped from \$21.61 to \$15.00, or a decrease of 28 per cent.

Now here is a broad figure which I think has considerable value. The national income in 1929 per capita was, on a weekly basis, \$12.19, and so far this year it is, on the basis of \$9.42, or a decrease of 24 per cent.

So you see, since 1929, railroad workers have gone up and everybody else has gone down on these earnings, as a general statement. This move has been contra to the move of the country as a whole.

Now I have compared them with other earners. What about their own industry? I have shown that during that time their earnings ran up 5 per cent. What happened to the railroad industry? The total revenues dropped 46 per cent, from \$3,030,000,000 to \$1,606,000,000. Their net railway operating income dropped 87 per cent. The rate of return dropped from 5.24 to .67, or 87 per cent.

So that you have that picture of this level of railroad wages being entirely out of line with conditions in the railroad business, and with all other conditions.

Now, in making those comparisons, I have said nothing about the cost of living, because I have used the actual figures to make the comparisons, and it was not necessary to introduce the cost of living element, but when you are comparing the situation of railroad employees in 1929 with now, it is necessary to take into account the cost of living.

Now, during this time, the cost of living dropped 16.3 per cent, while the average earnings of these employees went up approximately 5 per cent in actual dollars, so that in purchasing power, they line up about 25 per cent over 1929. I have compared that with 1929.

We are going to show you some comparisons, but I will not take your time with that. With the first six months of 1937 as compared with the first six months of 1938, we show there also this same trend,—railway employees' earnings up, and everything and everybody else down.

Now, here is a fairly interesting thing, I believe. When I have compared wages with 1929 and 1938, I have not taken into account the fact that the railroads now pay taxes for Social Security and taxes for old age pensions which they did not pay in 1929. Those taxes are, of course, paid solely for the benefit of the men. It is really additional compensation in a new form.

The railroads were paying pensions before 1929, very generally speaking, but they are paying more now in these taxes than they were paying then in pensions, so that the increase in the payrolls, the next increase brought about by these taxes, and taking into account the fact that we no longer pay our own pensions is about 4 per cent. So when you add that 4 per cent, which is for the benefit of the employees, on to this 25 per cent increase in the purchasing power that I have been talking about, we get our pay around 30 per cent, so if they were cut 15 per cent today, they would still be 15 per cent higher in purchasing power than they were in 1929. There would be taken away from them only half of what they had gained since 1929.

Now, speaking of this wage increase of last year, there was an article which appeared in Barron's Weekly for September 19th, written by Mr. Eastman, from which I quote the following bearing upon that:

"I shall discuss the question of excessive wages in answer to Question 10. Here I shall say only that the increase in railroad wages last year coming just before a sudden drop in railroad traffic has proved a very disturbing factor in the railroad situation, so much so that I believe that the employees if they had anticipated such a change in conditions, might have postponed their demands."

Now, when you take the real wages, the purchasing power of the earnings at this time, they are not only higher than in 1937 and higher than in 1929, but by far the highest ever in the history of the railroad business measured in real earnings, that is to say, in purchasing power,—so measured, the earnings of the railroad employees are now 55 per cent higher than in 1916, 40 per cent higher than in 1920. You will hear a lot about the high level of wages in 1920, but the living costs were so high in 1920 that when you make that equation with real wages, the wages are now 40 per cent higher than they were in 1920. And when I speak of wages, I am speaking of earnings. They are 25 per cent higher than the earnings in 1929 and 6 per cent higher than the earnings in the first six months of 1937. Whatever may be said about any figures, those trends cannot be questioned.

I will hurry through. I certainly do not want to exhaust the patience of the Board, and yet I want to make a full opening.

You have probably heard, at least there has been considerable said, to the general effect that capital in the railroad business is doing better and labor in the railroad business is doing worse. I don't know how any such conclusion could be reached, because it just is not the fact. And here is a rather interesting comparison on that point.

The unit of capital in the railroad business is, of course, the dollar. The unit of labor is the hour worked. Let us see how the returns to the unit of capital has compared over a course of years with the return to the unit of labor.

In 1916, 5.90 cents was earned for each dollar invested in the railroad business. In 1929, a very prosperous year, of course, 4.81 cents was earned for each dollar invested. In the first six months of 1938, less than 1 cent was earned for each dollar invested. In other words, the rate of return in the first six months of 1938 was only 11.4 per cent of the return in 1916. And only 14 per cent of the rate of return in 1929.

What about the unit of labor? In 1916, the pay per hour worked for railroad labor overall was 27½ cents. In 1929, it was 63.3 cents, and in the first six months of 1938 it was 75.9 cents.

In other words, the pay per unit of work in 1938 was 15 per cent higher than in 1929 on an hourly basis and 17.3 per cent higher than in 1916. So that for the unit of labor, it is now getting 17.3 per cent more than it was in 1916, but the dollar of investment is getting a return which is a mere fraction of the return that it did get in 1916.

The problem of railroad management is of course a very difficult one. There are obligations that run this way, there are obligations that run that way. They have perhaps three major obligations,—one to the employees, one to the public and one to those people whose investment has made possible the plant or railroad facilities.

In all fairness and justice, those three obligations have to be balanced, but the reason why they have to be balanced runs far beyond any considerations of fairness and justice. They must be balanced because if you do not meet one, you cannot meet the other. If you do not give the public good service and fair rates, you do not get the business and you cannot make any return to capital and you cannot make the proper return to labor.

It is also true of course that if you do not make any return to capital, you cannot get any more capital, the credit collapses, and you cannot maintain your industry and bring it along and have it progress with the possibilities of the progression in the art.

But as I say, those three obligations are bound together as one, and they are bound together by a law which is even stronger than any law of fairness and justice. And what does that bring us to? It brings us to the point that we cannot consider only the interests of the employees.

But suppose we could. Where does their interest lie in this situation? With the railroads beset by every form of competition, which is a problem which presents itself to all of us in the industry, to keep the industry alive, to try to make it grow and thrive, not only for its owners, but for the employees, looking at it as a long-time proposition, does the interest of the employees lie in having a level of wages that the industry cannot carry, a level of wages that necessarily will dry up the industry, a level of wages that will make the present state of unemployment, which is certainly bad enough, tend to grow worse and worse instead of better and better? If railroad wages or any other wages are out of line with conditions, there is every encouragement for unemployment, not only by reason of the fact that the competition cannot be met, but by reason of internal things within the industry.

If those wage levels become out of line, mechanization of all kinds is accelerated more rapidly than it would otherwise be, with resulting unemployment. Branch lines that would otherwise be profitable become unprofitable, there is a tendency to abandon lines more rapidly, trains which might otherwise be run are taken off, stations might be closed. The whole tendency is one of restriction and limitation.

So I say to you that if you could or if we could or if anyone else could—if we could look at this question with a complete disregard for the owners of the railroads, with a complete disregard for the public and say, "Now, what is the best thing for the men?", still the thing to do would be to cut the wages. We hope we can show you that by our evidence.

Just one other point that I should like to mention before I close. A good deal has been said about the effect of this proposal on general economic recovery. Something has been said about reducing the purchasing power of the men. Of course, at most, there would only be a switch of purchasing power and no reduction of purchasing power. But even the extent of that switch is doubtful and is a debatable thing, because it is your total payroll and not what you pay the individual that makes the purchasing power of the railroad employees as a whole.

Last year in August I believe, we raised these wages 8 per cent on an average. Did that contribute to national recovery and national prosperity? What happened after that? Not that I attach too much importance on what it would be as a cause of what happened, but certainly that brought no national prosperity.

We think that the restoration of the railroad industry, and even some relief from the present critical condition would be a powerful aid to national recovery. This can be accomplished by the proposed wage reduction. The Splawn report stated that such a reduction would be a means of very definite and positive financial relief to the carriers. In the same report it was pointed out that the impoverished condition of the railroad industry has, and I quote: "A depressing effect on the general business conditions of the country".

And why this must be true is clear when we consider the extent and nature of the railroad business. Railroads are important to the general economic structure, not only because of the essential transportation service they render, but for many other reasons. They offer a work opportunity directly to a million men, they serve every state and every county almost, so that prosperity or depression in the railroad business makes itself very quickly felt throughout the nation.

Railroads ordinarily are tremendous buyers. Of course now our buying is down to a very low ebb, but ordinarily we are tremendous buyers, buying a multitude of goods and commodities, some 70,000 in number, which are produced everywhere in the United States.

Then, the railroads furnish indirectly employment to hundreds of thousands who are not directly employed by the industry. Some 6,000,000,000 of dollars or more of railroad bonds is owned by insurance companies, savings banks, colleges and other institutions, and for that reason held for the benefit of millions of our citizens, indicating how widely flung the interest is in the financial condition of the railroads.

When a key industry of this kind is facing disaster and bankruptcy, it cannot aid in national recovery.

I would like to read to you just before I close, a statement which appeared in the official journal of the Brotherhood of Railroad Trainmen, of July, 1937. That journal is called The Railroad Trainmen. In July, 1937, that was, of course, before this last wage increase had taken effect.

I read: "The Brotherhood of Railroad Trainmen has over 140,000 members. Counting four to a family, we have over 500,000 persons whose bread and butter comes from the kind of railroad work that we do and whose destinies are interwoven with that of the Brotherhood. There is no group of more than a half a million persons anywhere on this globe more happy and contented than is this one. On an average, their is a greater satisfaction in life for a greater number than any other occupation."

I call your attention to that as an illustration of the fact which I think is universally recognized by people who are informed on the subject, that the railroads have always been liberal employers, they have been employers who have taken advanced positions. They led in the field, I believe, in pensions. Railroad employees were organized and strongly organized long before the employees in industries generally. So we are no recalcitrant employer dragged before you. Our record is quite different.

The time has come, I believe, when there is so much at stake that this thing must be approached from a realistic and from a common sense standpoint.

I was pleased to find out yesterday that Mr. Donald Richberg who was not speaking for anyone before your Board, and I do not quote that at all as an admission or anything of the kind, but for the inherent value of the quotation, in speaking on June 28th, 1937, before the 1933 convention of the Brotherhood of Locomotive Firemen, stated this:

"A labor organization has to solve modern problems of contract making and not place their reliance on muscle and emotion. It has to use brains. It has to know the facts of the industry out of which it is earning its livelihood."

Indicating that the condition in the industry is necessarily an important factor.

Continuing: "It cannot take a simple proposition, such as for example that the men may want to work for \$10.00 a day for eight hours' work, and then simply try to make anyone pay the bill."

He continued, and I am skipping, by saying:

"Business management has a threefold problem in meeting the needs of customers, workers and investors. Things must be produced that the people want to buy. Wage earners must earn enough to be able to buy these things, and investors must be paid a fair wage for the use of capital necessary to create the constantly improving physical structure of a business enterprise. So the business manager is required to keep money moving into and out of business. He can pay wages only out of the money gathered day by day from the customers. He can pay wages to labor and sell things to customers only so long as he can make a profit out of which he can pay investors for the use of their property and thus continue the financial support of his enterprise."

I thank the Board very much.

THE CHAIRMAN: I understood you to say that about 30 per cent of the railroad mileage was now in receivership?

MR. FORT: Yes. It is almost 31 per cent.

THE CHAIRMAN: Will you amplify that just a little bit? You do not mean to say that is 30 per cent of the industry?

MR. FORT: I mean exactly that 30 per cent of the total railroad mileage in the United States is now bankrupt, in the hands of the courts or in the hands of receivers under Section 77 of the Bankruptcy Act, yes, sir. Almost one-third of the mileage of the United States is in that situation.

THE CHAIRMAN: You would not say that mileage and the industry itself mean the same thing, would you?

MR. FORT: What you have in mind is a possible distinction between a heavy density line and a light density line?

THE CHAIRMAN: Yes.

MR. FORT: Yes, that would be quite possible, but we can show you if you would be interested, I think, the relation between the revenue received from the receivership lines and the other lines.

OPENING STATEMENT BY CHAS. M. HAY, COUNSEL FOR THE RAILWAY LABOR EXECUTIVES' ASSOCIATION BEFORE THE EMERGENCY BOARD, SEPTEMBER 30, 1938.

MR. HAY: May it please the Board, in order that the Board may have before you our position with respect to this subject matter, while you are hearing evidence presented by the railroads, we wish at this time to make a statement of our position, to offer certain principles, or a statement of certain principles in support of it, and outline the evidence we wish to adduce.

Now, the position of the men with respect to the subject matter of this hearing is this, that they are opposed to any reduction in their wages, that their wages are not excessive, that in size, measured by the output of their services, they are inadequately compensated for the services rendered; that their wages do not constitute and have not constituted an undue burden upon the industry, and that the burden, such as it is, of wages upon the industry, rests lighter on the industry today than in previous years perhaps than any previous period.

Mr. Fort mentioned the fact in his statement that when the roads first presented their proposition for a wage cut of 15 per cent, it was rejected. I do not know whether he sought to make capital of the fact that it was promptly rejected, suggesting perhaps that there had been no real consideration of it. If that be true, I call attention to this fact, that the proposal was rejected rather promptly in the first instance, that the groups which rejected it in the first instance were those groups of the organizations closest to the rank and file of the men. They were the general chairmen on the various roads.

The proposal first was presented to the individual roads, considered by the organization, the general chairmen representing the men on those roads, and rejected. Thereupon, as Mr. Fort has suggested, there was a national conference suggested or proposed by the roads, which was promptly agreed to by the men, and in these national conferences the proposal was fully discussed and considered by the groups representing the men consisting of their chief executives of the organizations and the general chairmen representing the various organizations from all parts of the country and representing the entire industry; that in these considerations and in the conferences with the carriers' committees, the whole subject was fully discussed, the men heard what the roads had to say, and the representatives of the carriers heard what the men had to say.

There was a discussion of the subject to the fullest possible extent. The representatives of the men went into every detail of the subject, put questions to the representatives of the carriers, considered all of the points and propositions presented by them, and concluded at the close of those negotiations and conferences, that the carriers had failed to present any sound and adequate reason for any wage cut at all.

And I call attention to the fact—which I am sure the gentlemen will recall—that in these conferences, in the full discussions that took place in Chicago, between the representatives of the men and of the carriers, there was never at any time any contention made on the part of the representatives of the carriers that the rate or standard of wages fixed in the national agreements made last year, in August and October, were too high.

Mr. Fort says today that this is not a "tincup" proceeding. Well, the "tincup" has been abandoned very recently if that be true, because at hearings which took place in Chicago, as I say, the only subject presented by the representatives of the carriers was the condition of business and the financial condition of the roads, and never at any time was it suggested that the scale of wages applicable to the industry as a whole was too high.

After the men had given full consideration and had rejected the proposal of the roads, after the full consideration, not wishing to assume the full responsibility and in conformity with the law, they submitted the matter to their men on all of the roads involved here, and there was a full ballot taken, a ballot, I am told, cast up of approximately one million votes; and the men passed upon it, and in this ballot the question was whether they were willing to strike to defend the present scale of wages; not whether they were willing simply to take a 15 per cent cut, but whether they were willing to strike to defend the present scale of wages. And the vote was overwhelmingly, I understand, in excess of 95 per cent, in favor of striking to defend the present scale of wages.

So much for what has gone on up to the present time. I need not relate the details following that leading up to the employment of this Board, as Mr. Fort has done that.

Now, I think perhaps I need to take a little time in a further study of the parties involved here. Practically all of the Class 1 railroads are involved. I think very small mileage is not represented here, and practically all of the employees who work on the Class 1 railroads. I say "practically all", because there are two groups, two organized groups who are not included in this proceeding, the Order of Sleeping Car Conductors and the Train Dispatchers. The 19 organizations who are parties to this proceeding represent all of the other employees in all of the various branches of the service of the railroads; all of the train service group, all of the miscellaneous group that was referred to, and others of the groups with the exception of the Train Dispatchers and the Sleeping Car Conductors.

Now, all of these groups were blanketed into this proceeding by the notices that were served by all of the railroads that are represented in this proceeding, and as Mr. Fort has pointed out, the sole proposition presented was that of a straight 15 per cent cut in the wages of all of the men in all of the various classifications and groups or divisions of em-

ployment on the railroads. The notices said nothing about, and the proceedings have nothing to do with anything else but wages. There are no rules to be considered, no method of determining the wages to be considered, but the amount of the wages, the wage rate, or to express it in other terms, the wage bill, and the purpose of the proceeding being to cut the wage bill by 15 per cent in order, as suggested by the gentleman, to accomplish some measure of relief for the railroads. That is the nature of the proceeding and that is the purpose of the proceeding.

Now, I mention the fact that this proceeding—and I wish to lay emphasis upon it because I shall have something more to say about this later—that this involves the wage rate, the wage standard, involves the wage rate which you gentlemen know of course, determines the scale of wages that the men receive in all of the various groups.

Inasmuch as this is a controversy about wages, I think the first thing essential is to get as clear and accurate a picture as possible of just what wages are in the industry at the present time. There has been much for public consumption, much said by representatives of the railroads about what wages are paid the railroad industry, and I may say that there is considerable misconception of that, and there will be conflicting statements, doubtless here, and deductions made with respect to just what they are, but I think the first essential is to find out just what the wages are which the railroads propose to cut.

As Mr. Fort has suggested, thanks to the Railroad Retirement Board records and data which has been compiled by the Board, we are able to get at not an approximation of what the present standards of employment and wages are, but we can determine exactly what the state of employment was in the year of 1937 and what the individual men who worked on the railroads received for their services last year. The difference between that and the data we get from the Interstate Commerce Commission as has been pointed out by Mr. Fort, is that the Interstate Commerce Commission records are not based on reports giving to the Interstate Commerce Commission a statement of the names of the men who are in the employment, how much John Jones worked in January or Bill Smith worked in February, but those reports are strictly of the number of men without reference to their individuality, who worked in a given month and whose names appeared on the payrolls at the middle of the month.

So that, the number that appears represents the men who are filling certain positions on the railroad in that particular month. Now, of course I need not argue the point that a certain position could be filled in the month of January by one man, and in the month of February by another man, so that you could have the same number of men appearing in the two months, but a very different personnel in the two months, so that what a particular man earned, who worked in the railroad industry, would not be reflected in the reports that are made to and that are made by the Interstate Commerce Commission.

You can, of course, determine with fair, you can determine with fair accuracy, the number of men who are in comparatively regular employment, by the use of the Interstate Commerce Commission's figures. You can make deductions or comparisons from year to year by the use of the Interstate Commerce Commission's figures, because of the fact that the same basis is used, and the same method of reporting and calculating is used from year to year. But we can go only to the Railroad Retirement Board figures to get what the men actually earned, per individual, during any given year, and unfortunately we do not have, for the previous years, the reports of the Railroad Retirement Board, or similar reports or data from any other Board.

So that we are in this situation when we come to study a comparison of employment for instance in 1937, with employment in 1920 or in any intervening year that we may wish to use.

We can determine for the year 1937, not only the men who were in regular employment, that is who were employed in each of the twelve months, and I shall refer to that as constituting comparatively regular employment. The Railroad Retirement Board data gives us the number of men who were employed in each of the twelve months and in each of eleven months, and ten months and so on down. It does not give us the number of men who were employed all of the time in any of those months. That could be determined only by some special calculations which we do not have. But we cannot determine that—it gives us the number of men who were in comparatively regular employment, and the number of men who were in part time and irregular employment for the year 1937. That is the only year for which we have the data showing the extent of irregularity of employment or part time employment in the railroad industry.

If we go back to the year 1920, for instance, we find that there were 2,022,000 men shown at the middle of the month by the Interstate Commerce Commission reports. If we come down to 1929, we have one million some seven hundred thousand shown at the middle of the month. If we come down to the year 1937 we find 1,115,000 shown at the middle of the month.

Now, by the use of those figures, we can determine with some measure of accuracy, not entire accuracy, but some degree of accuracy, the relative—we can make comparisons of the men in comparatively regular employment, but we can not take the figures of the Retirement Board for 1937, which show 47 per cent of the men in irregular employment, and go back through the various years and find that in the year 1929 or 1920 or any of these years there were not only these men in comparatively regular employment, but tens and hundreds of thousands of others in irregular employment.

So that we have a different situation for 1937 from the previous years. But we can use the figures for 1937 to show not only the measure of regular employment which was only 52.73 per cent in 1937, only 52.73 per cent who were em-

played in each of the 12 months, and 47.27 per cent in irregular employment, part time employment, so of them were with as little as a month, others with as little as two months, three months, four months, and so on.

Now, this gives us the best picture that has ever been presented by any official data coming from the railroads in the first instance and through the Retirement Board to us, of the picture of the character of employment in the railroad industry.

It shows us not only, as I said, the tremendous reduction in the number of comparatively regular employees since 1920, that is it shows by using it alongside the Interstate Commerce Commission figures; by the use of that alongside that of the Railroad Retirement Board figures, we find that the reduction in comparatively regular employment since 1920 was 44 per cent, and that in the railroad industry today there is 47.27 per cent in irregular employment, some of it running as low as only employment in one or two months of the year.

Now, we can not only determine that but as I said we can determine just what the men were paid. The aggregate bill last year was \$1,941,046,000. Now, of course, as Mr. Fort has pointed out, we can get various averages, dependent upon the group which we use as the divisor. The average, the over-all average for the entire group, as stated by Mr. Fort, is \$1,115 for the year, or approximately \$93 for the month. The average of those who had comparatively regular employment, and that group was 917,900, the group that had comparatively regular employment, averaged \$1,785, or \$149 per month.

Now, if we take the irregularly employed group, which constituted something over 822,000 in number, the average received by that group was \$367, or \$30 per month.

If we eliminate from the group used as the divisor, the number employed in less than 9 months, eliminating all who worked in not to exceed 3 months, and who according to figures earned in round figures, that group, about \$150, the amount which the Railway Unemployment Insurance Act requires in order to classify one as attached to the industry, so as to get unemployment compensation, if we use that group there would be eliminated some 422,000, leaving an average for that group of a little under \$122 per month. Those are the averages.

Now, we could get various other averages. I shall not take the time of the Board to go all over them. The exhibits will be presented, and you will see what the men working only eleven months average for the year, what the men earn who work in less months, and just as a matter of curiosity, I might mention to the Board the fact that we have some averages of 38 cents per week if you take the whole year. I use that only for the purpose of illustrating that you can get various summations or various deductions from your averages.

The question of course that will be in controversy here is as to what groups shall be taken as the group to use as the divisor if we determine to cast up averages for any particular average or the average for any particular group.

Now, Mr. Fort has suggested that he thinks it is unsound for us to use an average overall of \$1,115 applying that to the men who work in as little as one month and made as little as \$10.00 during the year. He protests against that. He says that many of the men may not be classified as railroad men, but members of the Board, may I say to you that before you have concluded these hearings, you will find I venture to predict, that counsel has thousands of the men who worked those short periods and earned the very limited amount of compensation during the year, who are railroad men. Thousands of them are men who were in comparatively regular employment in 1930 and as late as 1929. They were men who have their seniority still preserved, who are waiting for a call on the railroads, and tragic to say, countless of them have not found much, they find little employment anywhere in the railroad industry, or perhaps they may be privileged to earn some of the munificent wages suggested that are paid to the farmer class of the country whom the gentlemen has ventured to offer here as a group to the Board, with men in the railroad industry.

Now, he says that we are not soundly using that group. May I say, and perhaps I am indulging somewhat in argument in order to match Mr. Fort's argument in the case, but may I say this, that it is just as justifiable to use that over-all average, I think more so when we consider the fact that these men with these very infinitesimal earnings are railroad men whose infinitesimal earnings are due only to the lack of privilege of working in the railroad industry, as to undertake to select the most favored group, those in employment in regular employment, and making practically no allowance for the men who are attached to the railroad industry.

So we will offer those figures as showing what the men really earned last year. And before I leave that subject, may I refer to one other thing that Mr. Fort said? He said—he has made use of certain of these groups for the purpose of making comparisons with other groups in the well being of the workers of the railroad industry as compared with other industries. Mr. Fort has used only those most favored in the railroad industry which he says is a favored industry from the standpoint of labor, used only those most favored, that is the comparatively regularly employed, and he has not included even the irregularly employed men, not to speak of the men who are unemployed. He does use when he undertakes to compare the earnings of capital, all of the capital that was invested in 1929 and 1920. He does not include all of the men who were invested in the industry in 1920 and 1929. He says, for instance, that he is not seeking to apply wage cuts here to the men who are not in the railroad industry, that they won't be affected by it. Of course they won't be affected inasmuch as they are out, and many of them unemployed, and a reduction of 15 per cent would not amount to very much so far as those who are unemployed is concerned.

Now, in the course of our presentation, I shall undertake to make certain comparisons and comparisons will be made by the gentlemen on the other side, comparisons of the position of the men in the industry today with their position in former years, and comparisons of the condition of the men in the railroad industry or their position with respect to wages, and men in other industries.

In making the comparison, it is our position that when we come to determine what the measure of the value of services is and what the burden of the wage bill is upon the industry, the unit of comparison must be the unit used in the industry in fixing the wage rates in their agreements. That, in most instances, is the hourly basis.

I emphasize the fact that we shall use that when we come to compare the appraisal placed upon the value of the services by the men who run the industries, whether it is the railroad industry or other industries, for the purpose of determining a comparison of the wage rates and the measure placed upon the services in value as evidenced by the agreements.

If we are dealing purely with the question of well-being, of course, we use other comparisons, which I shall refer to in a moment.

Now, having determined what the wages are and what the men are actually getting in the railroad industry, we shall undertake to show to the Board how these wages came to be fixed, how the wage rates prevailing today came to be in existence. We shall show that the wage rates which prevail at the present time were fixed by national agreements in 1937 and agreements made at Chicago in August and in November. At that time there was an increase in the wage rates or standards which had been previously agreed to as evidenced by written agreements applicable to and covering practically all of the wage earners in the railroad industry of the country. That was the method by which the wages now in force were determined. We shall show also as evidencing the soundness of the judgment of the men both representing the employer and the employee as to the fairness of that to the industry and as to the accuracy of it with respect to the measure of the value of the services rendered, that 18 years ago in 1920, a disinterested government board fixed substantially the same wage rate as is applicable to the industry as a whole today. We shall show in fact that the hourly rate of the railroad industry today is only 1 cent an hour above what it was in 1920, 18 years ago, and at that time, as I say, the wage rates were fixed by a disinterested government board.

THE CHAIRMAN: Is it your purpose to offer that agreement in evidence, of 1937?

MR. HAY: Yes, we shall—I think that it will be available to offer in evidence. We shall offer that.

THE CHAIRMAN: Well, does it deal only with wages or does it also involve working conditions?

MR. HAY: I think it deals only with wages, that is my understanding of it.

THE CHAIRMAN: It will speak for itself if you propose to offer it.

MR. HAY: Yes. We shall show that, sir, and as I say, substantially that same wage was fixed in 1920.

Now, following reductions that were made in 1921 and 1922, which brought the wage rate down to something like 60 cents per hour covering the whole industry, or 59 and a fraction or approximately 60 cents, there were, by virtue of agreements and arbitrations affecting individual roads and regions, no national agreements entering into it so far as the increases were concerned, there were agreements made by virtue of these things, increases made, which gradually brought the level of wages up above the low point to which the wage rate fell following the reductions, as a result of the reductions in 1921 and 1922. And now, in 1932, there was a wage deduction of 10 per cent, which brought it back down somewhat.

But taking the whole history, from 1920 up to 1937, interrupted from 1923, I should say, following the reductions of 1921 and 1922, up to 1937, interrupted only by the deduction of 10 per cent, the general course of wage rates and standards was upward, back towards the level of 1920, and the level that pertains today, and we shall show that the area of controversy over wages, from 1920 up to the present time, has been in that area of the level at which wages were fixed in 1920 and are fixed at the present time.

Reference is made to 1916. We will show that from 1920 to this hour, there has never been any serious contention on the part even of the carriers, that there should be any return to anything like the unconscionable low levels that were in existence in 1916 when wages were at 26.7 cents per hour; that the standards before 1920 have been definitely and forever abandoned, and that somewhere around the figure which ran all through these years it has been recognized is the proper place for the wage level and the wage rate in the railroad industry.

In other words, for 18 years there has been, as evidenced by the agreements of the railroads, as evidenced by the decisions of arbitration boards, an appraisal based upon the services of men in this industry which is approximately the same as the appraisal put upon it in the agreements of 1937 in August and October. And I repeat that the level back in 1916 and the previous years has been definitely and forever abandoned.

Now, I call attention to the fact that while there was only one cent difference, one cent per hour difference in the wages of 1920 and the present time, that in the industry at that time, a man in the industry, running the trains, inspect-

ing and repairing and building the tracks, keeping up the signals, giving the messages and directing the movements of the trains, in the industry in 1920 when the wages were only one cent per hour under what they are today, there were 2,022,000 men in comparatively regular employment, with undoubtedly countless thousands of others in irregular employment, and that today, with wages only one cent above 1920, there are approximately one million men in comparatively regular employment.

That is to say, for substantially the same pay per hour for the men who man the industry today, one million of them in number, that the men who are manning the industry today are doing the same, are running the same industry as compared to two million men in 1920.

And I call attention to the fact to which I referred a moment ago, that the gross ton miles handled by these men in 1937 was a small percentage, 3.04, in excess of the gross ton miles handled by two million and twenty-two thousand regular employees and other irregular employees in 1920.

Now we shall pursue that course in undertaking to present to the Board what we conceive to be persuasive evidence of the reasonableness of the value placed upon the service as evidenced by the judgment of the industry itself, and impartial boards that have had occasion to pass upon it.

Now following that proof we shall undertake to give this Board, not a detailed and monotonous picture of what railroad men do in various crafts and groups and classifications, but we are going to presume that you know something about that, and we will not fall into the error of the young gentleman who was going up before the Court and who was asked the question if he didn't presume the Court knew some law.

We will make the safe presumption with you gentlemen that you know something of how the railroad industry is conducted insofar as the details of the industry are concerned, and I know, Judge, you have in mind, the answer to that question, and maybe I had better finish it.

When the young gentleman came up—and he was in somewhat the same meticulously careful way in which, at least I think I am, undertaking to present what we are going to prove, the Court said, “Young man, don't you presume that the Court knows some law?”

He said, “Your Honor, that is the mistake I made in the Court below.” (Laughter.)

I am not doing that Judge for the purpose of educating you on the assumption that I may have made a similar mistake at some other time. (Laughter.)

THE CHAIRMAN: I will tell you the sequel of that afterwards. (Laughter.)

MR. HAY: I think we had better have it now. I am getting a little tired anyhow. Tell it now. I have a story on Mr. Fort than I want to tell before we get through.

THE CHAIRMAN: He came back at the next term and told the same Court that that was the mistake he made the last time. (Laughter.)

MR. HAY: Will you let me rest a minute by telling another story.

We have a lawyer in St. Louis, where practically all great lawyers in the country come from, (laughter), we have a lawyer there—at least the good lawyers have all left, I am about to leave—they are about to run me out, I should say, Judge.

We have quite a character there in St. Louis who is always saying some outlandish thing about Courts, and he appeared before one of our Appellate Courts one day and he said, “If the Court please, this case was tried before James E. Jones, Judge of the Circuit Court of the City of St. Louis. There are several other reasons why it ought to be reversed.” (Laughter.)

Now, as I started to say, if the Board please, we shall, following this line of testimony, undertake to call the Board's attention to some of the outstanding characteristics of the work of the railroad men, which in our judgment differentiates railroad work and railroad service from practically and perhaps all other industry in America. Everyone knows that the term “railroad man” is universally accepted as characterizing a man as outstanding in the field of American labor, as rendering an order of service above that of other men. He engages in the service of an industry that runs 24 hours a day, and 365 days a year, and daylight and darkness, and sunshine and storm; when others sleep, the engineer and the train crew are plowing through the darkness and sometimes through a storm. Section men perform their work, whether it be in fair weather or foul.

We shall call attention to these outstanding characteristics, as I say, which we think differentiate this, and which we think had been in the minds of railroad owners and managers when they have put their names to agreements for the last twenty years, fixing the standard and scale of wages at the level at which they have fixed them.

We complain they haven't gone high enough and we will show you before you are through why they haven't gone high enough, but we will offer this to show that these men have known that when they agreed to pay these rates they were not

paying too high, and that last year, when they agreed to the increases in August and October, fixing the scale as it is at the present time, they were conscious of the kind of work these men do, this reduced number of men, with greater productivity; that I shall show when I come to that at that time.

We shall show a trend which will be interesting, I think, to the Board. I have mentioned the fact that approximately a million men today run an industry with approximately the same mileage, carrying approximately the same gross ton miles, which as you understand includes freight and equipment—they don't get paid, the road doesn't get paid for certain of that included in the gross ton miles as against the revenue ton miles, but the men have to work with that, they have to carry it over the road, they have to keep up the tracks for it, they have to do the countless things that are done in the railroad industry to accomplish the transportation of those things the same as the others, with approximately the same mileage, with approximately the same gross ton miles, a million men, in regular employment, are doing today what was done by more than two million men in regular employment in 1920, by more than a million and a quarter along in 1928 and '29, the number now being reduced, sometimes under and sometimes a little over a million men in comparatively regular employment.

We will show these—I give you only a sample of some of the things we are going to show, to show you the increased responsibility and the increased productivity of the men, the greater output per unit of production, the greater return to the railroad for the services of the men, and while wages have not gone up except this infinitesimal amount in twenty years, the return to the railroad, and actual money had increased by major percentages.

I will give you, and just not take the time to go into all the figures, a sample of what we shall show. We shall show, for instance, as I have suggested, that the number of men were reduced 44 per cent. Compensation was reduced 46 per cent. But we will show you that the revenue freight ton miles, per man, had increased 75 per cent, and the per dollar of employees' compensation 78.9 per cent. We will show you that wages fell per 1000 revenue freight ton miles, 44 per cent.

We will show you that the gross ton miles handled per mile has increased 87.6 per cent, and per dollar of compensation, 91.8 per cent. While operating revenues have gone down, the revenues per mile, that is produced per mile, increased 22.3 per cent and per dollar of compensation, 25 per cent.

The revenues received by the railroads for average revenue ton miles per mile increased 45 per cent. We will show you that the men handle larger engines, longer trains, with freight cars of greater capacity, that the speed of the trains has increased 53 per cent, freight trains, and passenger trains in recent years have by fully a like percentage, but that in the face of the heavier trains, longer trains with greater speed, the efficiency of the men has been such, the railroads of course making some contribution by the adoption at the insistence of the men largely of safety rules and devices, that the efficiency has been such that accidents have decreased by a major percentage, and the loss in damaged freight has decreased 80 per cent; expenses from injuries to persons have declined 56.9 per cent, and it is the boast of the gentlemen representing the other side as expressed through their Association of American Railroads or the American Railroad Association—I want to get your name properly termed—their boast is that a man is safer today in the ordinary passenger train than he is in his own home.

That has been the increase in the efficiency, the increase in safety, notwithstanding increased speed. All we claim reflect certainly a greater efficiency or a greater responsibility is assumed on the part of the men; and yet these men who have assumed these greater responsibilities, who have this greater output, who handle these greater units and who have so much greater productivity, these same men are receiving one cent per hour only more than the men who were handling the shorter train, running at a slower speed, having more accidents, and rendering less productive service per unit of man and work hour and dollar of compensation.

We shall submit to the Board that measured by any standard, measured by the kind and character of work they do, measured by the character of the services they render, measured by the quantum of the output of their labor, by the standards recognized as fair and proper by railroad owners and managers as evidenced by the agreements they have made, and by the standards accepted in other industries, the wages of railroad labor at present are more than fair to the employers.

I have spoken of other industries. Mr. Fort has spoken of other industries—but before coming to that, I want to make this further statement. Over against this showing of greater responsibility, greater output, greater efficiency, we shall show that the wages constitute and have constituted for several years a constantly decreasing burden upon the industry, whether measured in the aggregate or per unit of paid traffic.

The aggregate wage bill, including executives, has decreased 26 per cent in the last 18 years. The wages per 1,000 revenue freight miles has fallen 44 per cent as I stated a moment ago, and the portion of operating revenues used to pay wages has declined 20 per cent.

Now, I mentioned other industries: I have now spoken of what we shall undertake to show with respect to the appraisals put upon the value of these services by the management as evidenced by their agreements and by disinterested Boards. We shall undertake to give you some basis on which to measure it by describing the work they do.

Now, let us turn to other industries. When we go to other industries for the purpose of undertaking to get some light on the question of what services are worth, we do not go to the figures showing yearly earnings or monthly earnings or

weekly earnings unless the wages are fixed on a yearly basis or a monthly basis or a weekly basis. We must go to the unit used in fixing the rate of the pay.

I emphasize this, for the purpose of getting light on what other industries appraise services to be worth, we must use the unit used by them in fixing their wages. A man might have, for instance, a yearly earnings of \$1500 and work for 25 cents an hour, but he might be fortunate enough to work enough hours to have that state of well being at the end of the year, but he would have a scandalously low wage rate, perhaps. And his wage standard, what we are inquiring about here, would be ridiculously low.

Another man might find himself at the end of the year who worked in an industry that worked a few months now and then closed up for the rest of the time, with only \$1,000 at the end of the year, and yet his wage rate might have been 50 cents or 75 cents an hour.

We are discussing now, and I want to make that clear, what the appraisal of industry is as to the worth of services, and when we do that, we must use the unit which is used by that industry in fixing the wages of its men. So that when we turn from the railroad industry to another industry, we find out what the basis is in the railroad industry and what it is in the other industry, and by learning what it is in the other industry, we have some light as to whether what is fixed in the railroad industry is fair to the employer or to the employee or not.

Of course, I am going over this matter that may be perfectly clear, and I am sure is perfectly clear to you gentlemen, but I want to make this clear to even Mr. Fort in this case, so that he will understand the proceeding as we go along here, as well as the Board, and so I want to get that clear. That is the basis.

He had a lot to say here in his speech, to which I listened as long as I was awake here this morning—he had a lot to say about the yearly earnings, weekly earnings, and monthly earnings. Now, I have no objection to Mr. Fort's talking about weekly earnings or hourly earnings or yearly earnings. If I know what is seeking to prove by them,—all right. If he is talking about weekly or monthly or yearly earnings for the purpose of showing what the wage rate ought to be, then I shall ask him to bring forward the proof to show that the industry which has a certain yearly income fixed the wages on the yearly basis. We would like to fix it on that basis in the railroad industry, but we have not been able to do it up to the present time, and we are now in practically every instance, on the hourly basis. Other industries, most of them, are on the hourly basis, and you cannot get any light on the question of the value of the wages of these boys without studying the wages per hour in the other industries compared with this industry.

Now, when you come into that, what do we find? We find that in practically all of the industries from which the railroads buy supplies, there is a higher rate paid than in the railroad industry. I will not stop to give you the particular figures, but they run all the way from 75 cents an hour to 90 cents an hour.

We will show you that the rates for unskilled labor in the automobile industry are higher than the rates taking the industry as a whole, for all of railroad labor, skilled and unskilled. I mean that the average hourly earnings or rates in the automobile industry for unskilled labor is greater than the average hourly earnings for all the labor in the railroad industry, skilled and unskilled.

Now, I will confess that our wages per hour, per week if we could figure them on a week or per month or per year, are above the wages of farm labor. I have never understood that in any proceeding on this continent it was ever solemnly undertaken to fix the standard of rates for men in an industry like the railroad industry by what is paid for farm labor in America.

I grew up on a farm, and I have every sympathy for farmers. I know something of the story of farm life and farm labor, and I say it with all respect to my farmer friends, that the only place in industry where you can find a comparison with farm labor is in the sweatshops of America.

We will not only show that. We will show that the trend of wages, whether you want to start from 1920 or 1929 or 1934, that the trend of wages in other industries has been upwards and at a more accelerated pace than in the railroad industry. We will show you that whereas railroad wages had increased in 18 years one cent per hour, or only 1.4 per cent, we will show you that in other industries there has been an increase of from—let me get the figure—of 18 per cent in manufacturing industry, 33.7 in the automobile industry, and from 16.2 to 32.5 in other industries.

We will show you that this application for a wage cut comes at a time in American history when there is a general sentiment in all industry for the maintenance of the present standard of wages, for the holding on to gains which have been made up to the present time based upon the gains that were made last year and in previous years, and that there is no general sentiment even in industry for a wage cut at this time.

Those are the lines of evidence which we shall present. I think it only fair to the Board and to the gentlemen on the other side that at this time before they put on their case, we state to the Board and to them the principles on which we stand with respect to the various propositions that will be involved in this case.

In the first place, we stand on this proposition, that this country is committed, and rightly so, to the principle that these labor standards are essential not only to the realization of the American concept of individual rights, but to the

maintenance of well being and prosperity in modern industry; that the maintenance of a decent standard of living for American workers requires the payment of a much higher wage today than in the days before science and invention introduced innumerable things into the social life of the country.

It is our position that in determining what constitutes real wages, we must take into consideration as a chief factor, the changes in the lives of the people in their home and social life, brought about by the introduction into that life of these new appliances and agencies of modern industry and which modern industry is creating.

We stand on this further proposition that the modern industrial structure which includes automobiles, the radio industry, electrical equipment industry, and other things, that the modern industrial structure is dependent for its foundation and support on the widespread demand for things which in turn can be created only by the maintenance of wage standards far above the level of 15 or 20 years ago.

By way of illustration of this point that we stand on, I can conceive of a situation in which every man in America can be employed regularly, and not one of them able to buy an automobile. They could be employed on such a low standard and scale of wages, their earnings would be so limited, that a market could not be found on the part of the automobile industry in a single one of them. It is our position that if the automobile industry is to prosper, if other industries manufacturing these new appliances and equipments of modern life are to prosper, that there must be maintained wage levels and standards, and there must be the possibility of earnings on the part of men above any level considered or any basis of earnings considered in the day referred to when the gentleman speaks of 1916.

Now, up to this point, as the Board will observe, I have nothing to say, except by mere reference, and that to what the gentleman has said, about the alleged financial condition of the railroads.

We have heard much of that in the course of these proceedings up to the present time. As I have stated, we have understood from the beginning, from the statements made in conference and elsewhere, that the primary purpose or the primary reason for all this, inheres in that condition, the financial condition of the roads, and that the gentlemen are considering this application, or pressing this application for a wage decrease, not because the well being of the workers is above what it ought to be, but because of the burden of wages upon the industry because of their financial condition; not because the men are not earning every dollar they receive, but because of the condition of the railroad industry.

Bear in mind that they are distressed about this condition. We take this position, that a wage cut at this time would do more harm from a business standpoint, from a gross earnings standpoint, from the possibility of net income standpoint, would do more harm than any wage cut can possibly do them good on the other side.

Everyone knows that one of the primary needs of the railroad industry is business, gross business. They complain of the lack of gross business. We agree with them that they should have more gross business, and in resisting this wage cut we think we are going to be able to point out to them how we are trying to help them get more gross business.

Second, that the railroad business follows the trend of general business; third, that a wage cut in this great national industry would be the signal for a like movement in other industries; that the inevitable effect of a general wage cut movement would be to send business into another nose dive just as deflationary processes have done in previous periods, and that the effect of this course, and of this situation in general business would be disastrous to the railroad business.

To sum up, we are seeking to prevent the railroads harming their own business by sending out a signal to the employers and the industries of the country to cut wages and set the wheels now moving along the path to recovery, possibly in reverse, and bring on a cessation of gains that we have made and are making in the general business of the country.

While we understand, of course, that if you gentlemen get a reduction in wages out of these men, which takes from their pockets \$250,000,000, they possibly have some \$250,000,000 to spend in some other way—that is true—but it has been indicated in hearings that they want to have some of this so that they can have something with which to pay off some of their bonded indebtedness and accomplish reorganizations; a hint has been made here that if they can save this \$250,000,000 from the men, they can spend it in maintenance. Well, if their situation is so desperate that they must save \$250,000,000, how are they going to be able to spend that money for maintenance?

Over in Chicago it was intimated that they were going to use it for the purpose of having some ready money with which to perfect some of these reorganizations that are now in process, and give a little something to satisfy some of the bondholders who are involved in some of these reorganization expenses.

Now our position is that whatever temporary relief along any line that might be given to them, by the \$250,000,000 wage cut, that it will be more than counteracted by the disastrous results which they will inflict upon the business of this country, and that the railroad industry itself will prove to have been the chief threat at this hour to the financial condition of its own industry and to the general business conditions of the country.

Another suggestion made by Mr. Fort,—he seems a very solemn gentleman,—I don't know whether he was trying to be humorous or not, it is a rather serious subject to be humorous about,—and that is this, that if you can cut wages that possibly more men will be employed.

These men might have been told off and seduced by that in these proceedings, if they hadn't had an experience in 1932. They were told the same thing in 1932, and what happened? The 10 per cent wage reduction carried wages down and the action of management carried the employment roll down. They lowered wages and lowered the number of men in employment.

Another thing, these men remember also the years back in 1926 to 1929 when the railroad industry was rolling in prosperity, and none of them have any memories of having been called up at night, at any unearthly hours of the morning, and surprised by an announcement that they were going to increase wages for them.

Oh, no; it doesn't work that way. What has been the experience? Wages have gone down and employment has gone down, and when wages have gone down, the men have fought for them to go up, and even in periods of prosperity such as we had in 1926 and 1929, and that era, they didn't go up anything to compare with the relative rise in the fortunes of the business of the railroads.

Now, it is our position, members of the Board, stated in summary, that wages have created no problem for the industry. The men have created no problems so far as wage bills are concerned, as I have pointed out, and as we will abundantly show by the figures which we shall offer here in evidence. We shall show that the aggregate and per unit cost of wages has gone down and that wages are a lighter and a lighter burden upon the industry today.

And Mr. Fort shed the usual copious tears over the roads in receivership—30 per cent of the mileage in receivership. He isn't entirely correct about that, I think, Carter. You haven't got anything like 30 per cent in receivership. You have a small percentage in receivership and the balance in trusteeship. I will point out the difference in just a moment, and the reason why you are there.

Now, I suppose the inference that he would seek to make is that there is some relation between the wage scale and receivership. That was suggested once before and I did a little looking up on the proposition to see what the facts are about it. Let me point out to you some interesting facts. I wouldn't undertake to mention it if he hadn't rather intimated that there was some relation there.

Back in the delectable year of 1916, to which the gentleman refers with such ministerial unction, 1916, back in the year 1916 when wages were at the level of 26.7 per cent, the level towards which his nose is turned now, 26.7 per cent, back in that year there were 34,000 miles of roads in receivership. Wages went up from 1917 until 1920, until they reached the high peak this last year, and receiverships went down from 34,000 miles to 20,000 miles. Following the increase in 1920 receivership mileage went down to 13,000. There was a decline—then came the wage reduction, wages were cut in 1920 and 1921, but mileage in receivership went up to 15,000. After a decline in 1923 it went up to 16,687. Wages gradually increased up to 1932, but receivership mileage declined to as low as 5,256 in 1926 and stood at 12,970 in 1931. The boys took a wage deduction, of which they had been abundantly reminded through these years; they took a wage deduction in 1932, and receivership mileage went up to 22,545. The cut was in effect either wholly or partially until 1935. In that year there were 15,920 miles in receivership, and 52,425 miles in trusteeship.

Now, there isn't any relation between wages and receivership. That is not what has thrown you into receivership. That is not why you were in trusteeship. And if we gave them a wage cut of 15 per cent or 25 per cent they would be confronted, a lot of them, with additional trusteeships in this country, and they would be confronted with the necessity of doing something which they ought to have done before, and which they must do before there is ever going to be any substantial change in the railroad situation in this country.

You can force these men to work for sweatshop or farm labor wages, you can send engineers out on the road to run trains at 50 cents a day, and yet they will still have some problems on their hands that the Interstate Commerce Commission thirty years ago, forty years ago, began telling them they ought to meet and solve. They are confronted with problems that every interest of the country, some of their own managers, the workers, the public, the President of the United States, and others have urged them to solve before they can ever have the sort of a railroad financial structure and railroad operating structure that they ought to have in this country.

Now, what are some of these, what are the sources of their troubles? Not wages—no, no.

We have shown from these figures I give you here, that when they succeed in cutting wages they just get on such a downward bent that they plunge into receivership all the more. That doesn't have anything to do with it. Wages are not a heavy burden. What is it?

First, the decline in gross business as a result of competition, and in seasons, as the result of general business.

That is point No. 1.

Second, bad financial policies and practices.

Those are the two things.

Now, as to the first, no one will contend that the railroad men are responsible for their decline in business. They have had no control over that, they have done all they could to give 100 per cent service for every dollar received; they have made the road as efficient as, under the policies and investments, they could. But business has gone down.

No one charges them with responsibility for that, but now they are at the point, regardless of whose responsibility for what has gone on in the past it is, of undertaking to do something about this gross business.

One thing, employees are trying to contribute to them now is the appeal to this Board to join in the recommendation that there be no wage cut for the purpose of preventing the railroads from further harming themselves by hurting general business in the manner that I pointed out here a while ago. That is the first thing.

In the second place, what is needed now is to determine upon some policies to try to get more gross business. Well, one of the first things, I repeat, is to not hurt gross business by the way they propose to hurt it here, by taking their wholly inexcusable action at this time.

Now, the second thing. What they need to do while the railroad industry is operating efficiently today is to make it operate even more efficiently than it does at the present time.

Now, to do that you are of course going to have to have improved management policies, and you are going to have equally as good, and if possible better, service on the part of all of the men who are involved in the railroad industry. I know of no complaint about it, but we can't afford to take any step that will lower the efficiency of a single man, from the president down to the commonest section hand who walks the track and drives the spike on any railroad in the country. We must preserve it in a high state of operating efficiency. You can't accomplish that by cutting wages, at least you can't contribute to it. I know that the loyalty of these men is such that they have taken and can take a lot of punishment. They have seen their ranks depleted, they have been reduced to relief work rolls for most of the time, have gone back to payrolls when they could, and have still kept the loyalty of railroad men. These men are loyal and I am not here to say that they are going to take, would take an ugly attitude that would cripple the railroad, but Mr. Eastman was right when he said, "Poorly paid men are no asset to the industry which employs them."

They are not only poor consumers, but they are poor producers, and the converse of that is true, that well paid or fairly paid men are not only good consumers but good producers and an asset to the industry which employs them.

Now the men need to be fairly treated to get, to encourage the right spirit in the railroad of course. Everyone recognizes that as a fact. They don't want to be unfair, and I am not saying they are. The gentlemen are groping around here, trying to find some relief, and we are trying to point out to them what they should do, and I come to that now.

What should be done at this hour and it is a pity that these proceedings couldn't be terminated today so that there would be sufficient time before it is too late for these gentlemen, for the men and the management to get their heads together, to work out a program—for what? For a great national transportation policy, comprehensive enough to embrace all of the transportation facilities of the country, so as to relate the railroad industry to other transportation facilities in a proper way, to protect the railroads against certain impositions now imposed upon them, and to make them even more efficient as they are related to the general transportation policy of the country.

The country cries for just that sort of thing. The men engaged in the railroad industry ought to be crying for it, and the only way by which that is going to be worked properly is by the cooperation of these gentlemen and these gentlemen (indicating), and it is not by accomplishing a wage cut in working out a great constructive program for the railroad industry in this country.

Now the second thing I come to. If your Honor please, I come from St. Louis, but I still drink water. They are contemplating passing a law down there to prohibit the use of water in St. Louis. You know we have two factions down there, Judge, we have the wets and the dries. I am dry and the rest of the town is wet. Those are the two factions we have in the city.

Now, I come to this second major proposition as to the source of their troubles, and I am not going to say anything unpleasant about these gentlemen. I know that they have been abused like pickpockets up and down the country, and I would like to have a bouquet for them if I could instead of throwing brickbats at them, and what I am about to say about their history which affects their present position is not out of any pleasure at all that I say it, but I say it with regret. I cannot shed the tears that Fort sheds, but I feel them in my heart about their situation.

MR. FORT: You are just too reticent.

MR. HAY: Well, you just overwhelm me.
(Laughter.)

MR. HAY: Our second position is this, that the second chief source of the railroad trouble is bad financial policies and practices, and I shall refer to them and we shall offer some evidence with respect to them, as they affect the present situation and point toward relief or toward a program. I am not going into it simply to do muck-raking or to refer to the sins of the fathers for sensational purposes, but to show to what extent the sins of the fathers has been inflicted upon their children in the railroad industry even unto the third and the fourth generation and inflicted upon the country.

What are some of those policies that they have adhered to in the past? The gentlemen speak about postponed or deferred maintenance; they speak of the inability to take steps to put that business in shape, and they ask the men as a result of their failure or inability to do that, to give them \$250,000,000 out of their pockets.

What are some of those practices? In the first place, their policies as in the issuance of bonds and preferred stocks on the basis of minimum earning capacity, irrespective of the value of the property, the issuance of stocks in any amount so as to absorb earnings above fixed interest requirements. Also the perpetuation and increase of funded debt with no provision for retirements.

The capitalization of increased revenue and production gains through stock issues; reckless distribution of cash and stock dividends in periods of prosperity instead of adequate expenditures for betterments and improvements at a time when these were imperatively needed to meet new transportation needs; the payment of dividends out of proceeds of bonds issued in the first instance to recoup the treasury for the monies spent out of earnings or surplus for improvements and betterments; the perpetuation of large amounts of water in stocks and bonds in the capital structure and the payment of vast sums in dividends and interest thereon.

Now, we hold that these abuses and financial practices have tended to cripple the industry, to prevent it doing the things which they complain now of the effects of the failure to do, that they are here now, not only with this record back of them, but they are still inherent in the industry, these policies and practices, or many of them, and that the capital structure of the roads is still burdened with a vast amount of watered stocks and bonds.

I want to read from a book recently issued by the Interstate Commerce Commission reciting the activities of the Commission over a period of years, and from a report of the Commission back in 1893, that is 45 years ago—before I was born (laughter). Brother Fort was just in the grade school at that time. (Laughter.)

In discussing the unsatisfactory condition of the railroads, the Commission pointed out that "One reason for this condition is undoubtedly over-capitalization. It is a notorious fact"—that was 45 years ago—"It is a notorious fact that many of the lines now in the hands of receivers"—old man Receiver was back there too—"were capitalized out of all reasonable proportion to the actual cost of the property. Until there is some practical restriction upon the capitalization of railway properties at fictitious values, there must still continue to be non-dividend stock, defaulted interest on bonds, receiverships and foreclosure sales."

That was in 1893—45 years ago. Yet we will show that there has been paid since 1920 up to the present time, inconceivable amounts in interest, dividends on watered bonds and stocks that are in the capital structure today, and there are vast amounts in roads not yet in receivership but some of which ought to be and must before they can face the future, as they should reorganize themselves under the protecting wing of a trusteeship. They have been in that condition all of these years.

What do we propose? Here is the situation. They say they are badly off. They talk about this one-third now in receivership. As I said, that is not entirely accurate. A fraction in receivership, a larger amount in trusteeship.

Why have they gone into trusteeship? They have gone in for reasons pointed out 45 years ago. They went into trusteeship after Congress had passed amendments to the Bankruptcy Act making reorganizations more economical and a simpler process. They went into trusteeship, many of them, after the Emergency Transportation Act was passed, and in which it was said in substance that reorganizations should be encouraged. They went in because of these inherently unsound conditions that were sapping the very vitals of the industry, and they did wise, they did the wise thing in going in. And the thing that these gentlemen ought to be up here before this Board on instead of their being here now complaining that they have 30 per cent in receivership, they ought to be apologizing that they have not more in receiverships or trusteeships so as to accomplish the reforms that they know and that everyone knows can be accomplished only by squeezing the water out of their capital structure, correcting these financial policies and abuses, and putting them on a sound basis.

They squeezed our men out in 1920. They squeezed a million out of them, out of jobs, but they have not squeezed the water out of their capital structure. That is the situation. The men have taken their losses. 44 per cent reduction of regular employment, hundreds of thousands who can not get any job at all. They have taken them out. They are not included in any group whose average earnings you will propose to figure here. But they include every dollar that was in them, and the policies that are in now. They include the water. Red blooded men are not included, but water in the stocks is included when you go to figure what your return on your investment is at the present time.

And so it is our position, gentlemen, members of the Board, that we are faced here with a situation that does challenge the attention of the railroad industry, the management as well as the men, that we have come to the time that there ought to be a getting together of heads and hearts of men engaged in the railroad industry who are interested, bondholders and stockholders and the public and the men, and the men who have the interests of their country at heart, to work out a program for the railroad industry that will reorganize these impossible situations in the railroad industry. Give the men who have investments in them a better chance to have something ultimately on their investments. Give the men a secure place in the industry, and give the public a better transportation system.

That is the program that ought to come before this Board. And I shall close with expressing the hope that when these hearings have been concluded and within the time that we have, we hope that we shall be able to lay before this Board our views as to the situation of the men and as to the situation of the industry, and I am speaking now Judge, if

I may for just a moment, not simply as the representative of these men, but speaking as a citizen of my country interested in its transportation policy, deeply cognizant of its vital relationship to the country in peace as well as in war, and to express the hope that out of these conferences and discussions that shall be had before this Board, there may come such a flood of light upon the real troubles of the railroad industry as that we may go from this place with suggestions of a constructive program for the industry that will right the wrongs impossible of righting by simply inflicting the men still further, and it can be righted only by sane thinking and courageous acting by men who are interested in this industry and interested in their country.

If the Board please, I want to take just a few minutes to mention one proposition which I find, in checking over my notes, I overlooked. I find very great difficulty in following a manuscript. I never read a speech. Some people bore people by reading speeches, but I know how to bore them without reading. (Laughter.) So I don't read it.

But the point was simply this, if the Board please, Mr. Fort undertook to make considerable capital, apparently, of what he alleges to be the distressing condition of the roads last winter and spring which resulted in the decision of the carriers to press for a wage reduction. He mentioned the comparison between the conditions in 1938 in the winter and spring, with the conditions that prevailed in 1937, when the wage increases were granted.

I want to call attention to the very great difference between the conditions prevailing at the present time and the conditions prevailing at that time. The gentlemen made up their minds that they must have a wage reduction.

We will offer evidence to show the changed and changing conditions from week to week, reflecting a great improvement in the business since the gentlemen gave the notices for a wage reduction.

We will give you an analysis of trends and prospects which present an entirely different picture. We will show you that the net income for the current months is now approximating, without great difference, the net income of similar months last year—not quite up in August, but there was a very much closer approach to the months preceding that, and that there has been a great increase, and that the prospects today, taking all things into consideration, are better than they were when the last increase was granted last year, and we do not at all, by my silence I didn't mean to be understood as waiving that point,—and that will be our contention with respect to that. That was the point that I wished to make.



OPENING STATEMENT BY TOM DAVIS, COUNSEL FOR THE BROTHERHOOD OF RAILROAD TRAINMEN BEFORE THE EMERGENCY BOARD, OCTOBER 1, 1938.

MR. DAVIS: May it please your honorable body:

The statement I have to make will, to the best of my efforts, be brief. I feel that Judge Hay ably and clearly presented most of the issues which are also involved in the rights of the men I represent, the Brotherhood of Railroad Trainmen.

This is a matter that is of importance to the nation. It is true that an emergency exists, but the suggestion of counsel for the railroads that these labor men traded on the emergency, is not the fact. The men who man these railroads and own them and the railroad bankers have made the most unkindly demand ever known in the history of this nation. I wish to say that under the provisions of the Railroad Labor Act, it was necessary for these men to take a strike vote, and when that vote was taken, gentlemen, 98.2 per cent of the membership of the Brotherhood of Railroad Trainmen, the largest organized brotherhood in the world in railroad work, voted for a strike. And in the other group, out of a million men and women who serve these railroads, 960,000 voted for a strike.

Now, that is a significant fact, for this reason,—that these men and women have grown old in the service of this railroad. This is not the action of immature boys; it is the action, your Honors, of men with families, with wives, with children, with firesides, who love their country and who builded the railroads of this nation. It is a serious thing when more than a million men, because of the conduct of the operators of these roads, decide in their honest judgment that in the protection of their homes and their families it is necessary to take such a serious step in their lives.

A wage cut is against the public policy of this Nation and against the public policy of this Administration.

The effort to bring about a slash in wages and place the railroad workers on less than a living wage has been and is today opposed by the sober thought and mature reflection of jurists, statesmen, industrialists, financiers and of men who have at heart the future welfare of this Democracy.

No industry has a right to exist or survive which does not pay its workers a living wage. The efforts made by the railroads in this present controversy to cut the wages of their workers is not an innovation.

Railroad labor as a class during all these many years has been notoriously under-paid, not over-paid, for the services it renders and for the risks it assumes.

In 1893 when the Union Pacific Railroad was in the hands of a receiver, that receiver made a petition to the Federal Court for an order allowing him to cut the pay of the railroad workers in order to pay interest on the bonds and dividends on the stock. After some preliminary steps the case finally came before Judge Caldwell of Nebraska, and he laid down a principle of law, a policy of government, which in my humble judgment has seldom been deviated from by either the courts or the administrative bodies dealing with the rights of railroad men in this nation. And I want you to bear with me while I read a few of what I consider the vital thoughts in that opinion which I wish to God could burn into the hearts of every railroad President in the United States. It is a humane proposition.

In that opinion Judge Caldwell said:

An essential and indispensable requisite to the safe and successful operation of the road is the employment of sober, intelligent, experienced and capable men for that purpose.

You cannot expect intelligent, experienced and capable men to run these railroads when they are compelled to work at a wage which will not enable them to live in comfort and decency, to maintain their homes and to educate their children, which is the heritage of every child in the land.

Judge Caldwell further said:

When the schedule of wages in force at the time the Court assumes the management of the road is the result of a mutual agreement between the company and the employee, which has been in force for years, the Court will presume the schedule is reasonable and just, and anyone disputing that presumption will be required to overthrow it by satisfactory proof.

That is the situation today. That agreement made last October, 1937, was entered into by the railroads and by the laboring men and their workers with a full knowledge of the facts and the presumption is that the rate of pay and basic wage structure is correct.

And I want to call your attention to the fact that this drive is not merely a drive to cut wages. I am of the opinion that if the railroad operators could get a 1 per cent cut and put into effect what some industries want to put into effect in this Nation, the theory that wages must be determined by the ability to pay, that they would be very, very happy.

Again Judge Caldwell said:

The employees, under the present system, (and the same is true today) share the burden of diminished business. They make less mileage, and get less pay per month. * * * The employees, with families to support, are seldom more than a few days' wages in advance of want. * * *

* * * They must be paid fair wages, though no dividends are paid on the stock and no interest paid on the bonds.

The highest and best service cannot be expected from men who are compelled to live in a state of pinch and want. * * * Intelligence, bodily vigor and contentment are wanting among men who are compelled to work for inadequate wages. Sound public policy, no less than justice to the men requires that they be paid a rate of wages that will enable them to live decently and comfortably, and school their children. Some corporations may pay their employees a less rate of wages than is here indicated, but a court of equity will not follow their bad example.

And I am satisfied, gentlemen, when the testimony is in, this Board will not follow the bad example that the railroads want to give to the people of this Nation.

When we met with the Carriers' Joint Conference Committee, the Brotherhood made this statement to them. I quote:

Let any man here deny the fundamental fact that the men and women who run your railroads are entitled to a living wage. Does any man here today dare to tell the people of this nation that the wages paid to your men and women who operate your railroads are more than barely sufficient to give them a living wage? * * *

Not in a single instance, not in a single conference when these matters were discussed before the Carriers' Joint Conference Committee was this statement challenged or in any way controverted.

The effort to slash wages as we have said is not an innovation, and in 1932 when a nationwide attempt was made to slash the wages of all the workers, railroad and non-railroad, we find that the leaders of the industry, men high in the economic and public life of our nation, almost unanimously opposed that attempt. I quote:

We, in business and industry, have a great responsibility as is shown by what has happened. Neither we nor any other interest or individual are justified in speculating where it might mean hardship and disastrous change for millions of people who are doing their daily work and are not out in the lead.

It is our job to build up and maintain for our people a standard of living that is improving—not retrograding. Our standard has been broken and we must fight to bring it up again. I am for higher wages—not lower. I have been opposed to wage reductions over the past three years, and have seen no benefits from them, but harm through decreased buying capacity and breaking down of home standard. * * *

The above quotation, gentlemen, is the statement of Mr. Ernest T. Weir, chairman of the National Steel Corporation.

W. A. Sheaffer, President of the Sheaffer Pen Company, Fort Madison, Iowa, stated on October 13, 1931:

Don't cut wages, if you want prosperity to return. * * * The only thing that can prevent a return of good times is a reduction of the purchasing power of the people.

If we descend to the low scale of Europe, half of the factories of the country will either operate unprofitably or will be forced to close.

Former President Hoover on June 15, 1931, in stating the policy of his administration, had the following to say, I quote:

We have steadily urged the maintenance of wages and salaries, preserving American standards of living, not alone for its contribution to consumption of goods but with the far greater purpose of maintaining social goodwill through avoiding industrial conflict with the suffering and social disorder.

Former Secretary of the Treasury, Andrew W. Mellon, who surely cannot be accused of radicalism, made this statement:

But it must be remembered that the all-important factor is purchasing power and purchasing power in so far as America is concerned, is dependent to a great extent on the standard of living which obtains in this country. That standard of living must be maintained at all costs.

Former Secretary of Commerce, Robert P. Lamont, had the following to say:

The most prosperous periods of our industrial history have been those coincident with high wages and shorter hours.

If millions of workers are out of employment for a year through loss of wages their buying power is out by billions of dollars.

Former Governor Alfred E. Smith, of New York, in commenting upon the same situation expressed this philosophy:

Pay the American workingman less wages and through sheer force of necessity he will have to purchase less. When he purchases less the retailer's income is cut. When that income is cut profits in business of the manufacturer are cut. That means more men laid off so that the vicious circle keeps moving around.

Finally, Henry H. Stebbins, Jr., an outstanding banker of the nation, expressed this sentiment:

Wages possess a human quality which commodities do not and any attempt to lower them will tend to postpone the return of good times and lower the standard of living. In an endeavor to promote prosperity it would seem almost foolish to reduce wages as it was foolish two or three centuries ago to try to collect a debt by jailing the debtor.

These expressions of opinion do not come from so-called radicals, but from conservative men who have at heart the welfare of this nation.

A cut in wages has never benefited the farmer or consumer of this country. In 1932 the railroad workers were told by the management, which at that time pledged the use of its best efforts to the Administration, that if the railroad men would take a ten per cent deduction it would put thousands of men back to work. The very contrary occurred.

It was agreed between the management and the railroad workers—and I hope that every member of this Board will read that agreement, because reading the agreement over, you can see that the door was left wide open for these gentlemen to pass out and put more men out of work instead of putting more men back to work, and that is just what they did in 1932.

Under this agreement, this deduction was to last for but one year, and yet the railroad men had the bitter experience of realizing that the promises of these railroads were not worth the paper they were written on because this wage deduction, in various percentages, continued until April, 1935.

Following this deduction in wages, in August, 1932, there were 112,374 fewer men employed than in January, 1932, when the wage deduction was agreed to.

In January, 1932, the railroads had a gross income of 275 million odd dollars, while in September, 1932, the railroads had a gross income of \$272,473,364, or practically the same gross income, and yet their payrolls from January to September, 1932, had dwindled by more than \$30,000,000.

So when Mr. Fort suggests to this Board that these men who are out of work will receive work, he flies in the face of experience, and a bitter one, which every one of these men has experienced in relying upon the promise of their employers.

During that time, and despite that wage cut, thousands of men were put out of work and onto the bread lines. As a result of that wage deduction more than \$400,000,000 was taken out of the pockets of the railroad workers with its consequent depressing influence upon business generally, and upon the income of every farmer, storekeeper, groceryman, butcher, doctor, dentist, real estate man and every businessman in the nation.

The record shows that the railroads not only reduced their forces but that during the time the wage reduction was in effect they paid more than \$1,378,000,000 to the bondholders, and more than \$400,000,000 of this amount came out of the pockets of the railroad workers of this nation.

Furthermore, in the pamphlet entitled "Railroads and Railroad Wages," issued by the railroads, they admit that since 1930 they paid over three billion dollars in interest to the bondholders, and admit that in 1937, which they are saying was one of their most terrible years, that they paid over \$344,000,000 in interest to the bondholders.

When the Brotherhood of Railroad Trainmen called this to the attention of Mr. Enochs, chairman of the Carriers' Joint Conference Committee, and asked him why, if they were able to pay this interest they were now demanding that these employees should take 15 per cent out of their wages, the reply made by Mr. Enochs was, "We've got a job to do."

That was the only argument he had after weeks of negotiations with him, the only thing he ever offered to the Brotherhood of Railroad Trainmen, and I daresay to the Harrison group, was the cry, "We haven't got the money, where is it coming from, we have got a job to do."

That doesn't answer this question, gentlemen.

This move is against the public policy not only of this Administration but runs contrary to the sense of right and decency inherent in the breast of every patriotic citizen of this country. The conclusion is unavoidable that the 1932 deduction did not materially help the railroads, it hampered the general prosperity of the country.

We are satisfied that the Association of American Railroads will readily admit that a cut in wages will reduce purchasing power, notwithstanding that Mr. Enochs took the opposite position as we sought to have him withdraw this demand for a wage cut.

I want to hand your Chairman, and I hope you will only look at the reverse side, an ad gotten out by the Association of American Railroads, which states in better language and with more forceful logic that I ever could, the very proposition we are contending for. This is what they say, a cartoon, "The money goes 'round and 'round." The body of the advertisement reads as follows:

Railroad wages paid to more than a million employees in the United States amount to more than \$160,000,000 a month. Most of this money is quickly put into circulation to pay for the necessities, conveniences, and luxuries of life—thus stimulating local business everywhere.

When the railroads can afford to buy a normal volume, they spend an average of \$80,000,000 each month for materials and supplies—to the advantage of other industries and their millions of employees.

Railroad wages and railroad purchases—a total of three billion dollars a year—"go 'round and 'round" helping industry, business, agriculture, and every person in the land.

Association of American Railroads.

Safety First—friendliness too.

And I will hazard the guess that the gentlemen that drew that up did not imbibe too freely of the list appearing in that ad.

Enlightened statesmen, economists and industrial leaders generally have agreed that the greatest cause of the late depression was a decrease in consumers' mass purchasing power, and that recovery is only possible through increase in mass purchasing power, and that recovery is only possible through increase in mass purchasing power of the consuming public. To carry out this principle it is necessary to maintain railroad wages.

The efforts to force this cut, gentlemen, in my humble judgment, are not made in good faith. When this cut went into effect last October, and shortly afterwards, it was not until 1935 that the wage deduction obtained in 1932 was restored in full to the railroad workers. And this restoration was not accomplished with the assistance of the railroad management, but as a result of the insistent militant and righteous demands of the Brotherhood of Railroad Trainmen and other railroad labor organizations who had at heart the interest of their membership.

In the Fall of 1937 a slight increase in wages to the railroad workers was granted, and when this took place Mr. Enochs, chairman of the Carriers' Committee, made the following statement, which is as true today as it was when uttered:

We feel that this agreement will strengthen the industry and the relationship between carriers and employees; also, that it will be in the interest of the public.

Mr. Fort stated to your Board yesterday that the increase in wages in 1937 was 8 per cent. I think he is slightly mistaken. I think you will find it is only 6½ per cent. Shortly after this increase in wages was granted the railroads made application to the Interstate Commerce Commission for a raise in rates.

They stated as the basis for their right to receive the raise in rates and cited the two wages increases of 1937.

The Interstate Commerce Commission in making its findings in Ex Parte 123, which granted the rate increases, took into consideration the increased wage costs, increased cost of materials, taxes and other fixed charges, in granting the raise in rates.

Commenting on the petition of the railroads to the Interstate Commerce Commission for a raise in rates the Commission stated:

They state that since June 30, 1937, there has been a substantial increase in railway labor unit costs resulting from the two agreements entered into with representatives of their employees under the Mediation Provisions of the Railway Labor Act. (Ex Parte 123, P. 3 and 4.)

In this connection it must be borne in mind that the Interstate Commerce Commission in its opinion in Ex Parte 123 also said:

In the computation of net income or net deficit, accruals of fixed charges are taken into account, whether paid or not. A large amount of such accruals was not, in fact, paid; this is particularly true as to roads in receivership or reorganization as provided by Section 77 of the Uniform Bankruptcy Act.

In Ex Parte 123, Commissioner Aitchison, in analyzing the demands of the railroads and the grounds they urged for a raise in rates, had the following to say:

In the fall of 1936, after our repeated insistence upon the need for a well considered rate revision, the carriers presented proposals which they estimated would produce additional annual revenue of from \$85,000,000 to \$90,000,000. The increases which we approved are now estimated to yield about \$69,121,000, making a deficiency in comparison with their larger estimate, of nearly \$21,000,000. As we have seen, shortly after our approval was given, the carriers presented their proposal for a further horizontal increase of 15 per cent. Assuming that the recession in business had nothing to do with that proposal, it was based on changes in conditions, unforeseen when the revision was proposed in 1936, consisting of increases in wages, prices, and taxes. The most liberal estimate of these unforeseen increases is about \$249,000,000 per year, which added to the \$21,000,000 by which the approved increases fell short of those proposed in 1936, makes in the neighborhood of \$270,000,000.

Restating this situation, in 1936 the railroads proposed a rate revision, at a time when they anticipated an early return to normal conditions, which would yield at their maximum estimate \$90,000,000 annually. We fell short of this amount, in the increases we approved, by about \$21,000,000. In the meantime the carriers incurred increases in expense which they had not anticipated and which amounted to perhaps as much as \$249,000,000 annually. If, therefore, we now approve rate increases which will yield in the neighborhood of \$270,000,000 annually, we shall have provided the revenue necessary to cover the increases in expense which were unforeseen in 1936, plus the amount by which we failed to give them what they deemed necessary in 1936, when they were anticipating an early return of normal conditions. (Ex Parte 123, P. 173-174, I. C. C.)

It is clear that the raise in rates of March 8, 1938, was granted the railroads in order to take care of the increased wages the railroad workers received in August and October, 1937.

Since this demand for a wage cut was instituted, the Eastern roads have received an increase in passenger rates, which it is estimated will bring them an additional \$42,000,000 annually.

The railroads of this country, not only in making this untimely demand, but generally, are not cooperating with this government in an effort to solve the most serious economic problem that confronts us.

Let me call your attention to the fact that we will present to you the records of these railroads which will prove that they are the most mendacious beggars that the world has ever known, and we will produce and show you records before the Wheeler Investigating Committee where responsible men of reputedly high standing falsified their records in order to obtain loans from their Government. We will give you the page and we will give you the road and numbers of them that did those things in this country and to this country.

In the hour of their deepest distress the railroads hurried to the White House and asked for help from this Government. They have received loans amounting to hundreds of millions of dollars. They should be the last to complain to the Government when they have to pay back their share of taxes in order to help feed and clothe the men and women they have put out of work.

The record shows that the New Haven Road, with all the corruption and financial crookedness that surrounds it, has received from the R. F. C. \$7,700,000, from the R. C. C. \$3,428,000, and from the P. W. A. \$7,000,000.

The record of various loans and contributions made by the Government to the New Haven is paralleled by similar loans to scores of railroads. Gentlemen of this Board, it is the duty of the railroads to act in good faith, to uphold the hands of this Administration and help bring about recovery.

The creation of the R. F. C., and the making of these loans to the railroads was justified by the Hoover administration and by Congress on the ground that they would stimulate recovery and maintain wage standards and employees' purchasing power, and that is why these loans were made. Are they now acting in good faith when they seek to force upon the workers a wage cut? They have received the money of the Government under an implied, if not an actual, promise to maintain wage levels. Not only did they receive these loans, but in Ex Parte 123 they received an increase in rates in order to absorb the wage increase.

The insincerity of the railroads in their effort to force a wage cut on their workers cannot but be apparent by their action. They contend that they are not able to pay interest on their bonds, that they are not able to pay dividends on their stock, yet we have the fact staring us in the face that railroad after railroad, some of them in bankruptcy and some of them not, in 1937 and 1936 and 1938 have increased the salaries of their officials and lawyers from 5½ per cent to 105 per cent during the past two years. I wonder what public opinion thinks of that. I wonder when they talk about their workers cooperating with them, how they can expect cooperation when these men, getting barely a living wage, have flaunted in their face the princely increases to the princely salaries received by these officials. The increases granted by these railroads to their officials and lawyers were not necessary in order to give these gentlemen a living wage, and it is inconceivable that the railroads can expect the cooperation and friendship of their workers when they realize the fact that men who actually do not need this money in order to live and maintain their homes take these tremendous increases in salaries while at the same time these same men are here before you trying to take from the workers 15 per cent of their wages. The men we refer to already were receiving \$10,000 or more per year, per official.

One of the most glaring examples of inconsistency and bad faith is found in the record of the Chicago & North Western which is today in the hands of a receiver. In 1935 this bankrupt road had sixteen officers receiving \$10,000 or more per year, with a total salary of \$270,990.

Still in bankruptcy, still claiming it cannot meet "operating expenses", still willing to pauperize its workers, it has increased the number of officers receiving \$10,000 or more per year in 1935 from sixteen to thirty-two officers in 1937, and paid them \$531,720.

We will show you that increases in salaries were granted seven of the officials of the Chicago & North Western, a bankrupt road, ranging from 32.28 per cent to 55.37 per cent. What this bankrupt road is doing is only typical of what many other railroads in the country are attempting to put across on the railroad workers.

The record of the Pennsylvania Railroad is particularly interesting for it shows that 72 officials of this powerful railroad have been the recipients of the largesse and bounty of this company in increased salaries. All but one of them received increases of 15 per cent or more, many of the increases being as high as 27 per cent, 36 per cent, 44 per cent, and one of them 66⅔ per cent. The last mentioned raise was made to the president of this railroad who was receiving \$60,000 a year, not a living wage, and whose salary is now \$100,000 a year, barely a living wage. (Laughter.)

And I say to you gentlemen, as we will unfold the record of these railroads, and their banker manipulation, you will be driven to the irresistible conclusion to say to them, "Go back to your masters in Wall Street, you have no right to take out of the hides of these workers the little they are receiving."

We will show you that hundreds of officers on these railroads are enjoying increased salaries ranging all the way from 5½ per cent to 105 per cent, while at the same time they have been directed by the railroad bankers to slash the wages of the workers.

A wage cut will throw this country into an economic tailspin. It would be reflected by wage slashing in every industry, and as Senator La Follette said:

* * * if they are to go forward in their determination to launch a wage-cutting campaign, which, if successful, will not be confined to the railroad industry, as I stated a few moments ago, but will spread all over the United States. The purchasing power, not only of railway employees but of employees in every other industry, will feel the economic impact of the reduction. If wages in this highly organized industry can be reduced, it goes without saying that they can be much more easily reduced in the industries which are not so effectively organized.

A wage cut would concededly cripple the railroad workers. It would lessen their buying power to the extent of more than a quarter of a billion dollars a year, and as Judge Hay stated to your Board yesterday, it would be the most disastrous thing that could possibly happen to the railroad industry itself.

The railroads of this country must be taken as an entity, and by no means when so considered are they as poverty stricken as they have sought to convince the public by their propaganda machine.

Many of these roads which have paid fabulous dividends are joining hands with the rest of the railroads in seeking to strip their workers and take 15 per cent of their wages away from them.

We will show you that one of these roads paid as high as 1100 per cent in dividends in 1936. Others during the last six years have paid annual dividends averaging more than 200 per cent, that is, the Duluth, Missabe and Northern. The Chesapeake & Ohio from 1920 to 1930 paid dividends of more than \$200,000,000 on common stock, and from 1931 to 1936, inclusive, paid \$145,810,333 in dividends on common stock. In 1936 the C. & O. paid dividends of \$44,406,690 on common stock. On this amount slightly more than \$15,000,000 was a stock dividend, but no one will contend for a moment that it was not of the face value of a hundred cents on the dollar, and undoubtedly worth much more.

The records before the Senate Committee on Interstate Commerce, Exhibit 1323, discloses that in 1936 the total dividends, including stock dividends, paid by the Chesapeake & Ohio exceeded the total wage bill by more than half a million dollars. It is difficult for the ordinary layman, or the ordinary worker, to conceive of good faith on the part of the railroads, when they now attempt to cut the wages of workers under circumstances such as these.

What these railroads are really trying to do is to destroy the basic wage structure of their employees which is the result of more than fifty years of collective bargaining, and which in unnumbered instances has met with the approval of governmental boards and the courts of our land.

The doctrine of "ability to pay" must never become a determining factor in fixing the wages of railroad workers. If this were so, then a brakeman on a prosperous road such as the Chesapeake & Ohio, or the Norfolk & Western, would receive one standard of wages, while a brakeman on a bankrupt road such as the Minneapolis & St. Louis, or the Chicago & Northwestern, would receive another standard of wages based upon the specious doctrine of "ability to pay." The railroads are too vital a factor in the economic well-being of this nation to be treated as individual roads. The brakemen on the M. & St. L. must do just as much work, using in many instances more dangerous equipment than the brakemen on the Chesapeake & Ohio or the Norfolk & Western. It must be borne in mind that this attempt to poison the public mind because railroad workers in many instances are paid on a mileage basis is illogical and unfair.

The destruction of this basic wage structure, which is what the railroads are trying to do, by adopting the policy of "ability to pay" as a determining factor in the fixing of wages, would result in the utmost chaos in the railroad industry.

The railroad workers are not overpaid. Congressman Withrow on the floor of Congress on May 20, 1938, well said:

I can not for the life of me understand why the railroad management should insist upon carrying out their vicious policies of reducing wages in order to meet the funded and unfunded interest payments.

Contrary to the impression some people have, railroad employees are not well paid. More than 20 per cent of all railroad employees receive less than \$600 per year. More than 50 per cent receive less than \$1200 per year, and more than 80 per cent receive less than \$1800 per year.

Men in the transportation service are compelled by the nature of their work to be away from their homes a great portion of the time. During this time they are subject to additional expense not incurred by the worker who is employed in a given locality and whose duty requires him to work in that locality. There is no provision for compensating employees for these additional expenses. In addition to this phase of railroad activity, the employees are subjected to continual hazards as a necessary part of their daily work. This is probably best illustrated by the fact that the premiums charged by old-line companies for insurance for railroad employees in transportation service make it prohibitive for the railroad employee thus engaged to take out insurance. These two elements—namely, the element of expense and the element of risk—are entirely disregarded by the railroad management in adjusting their payroll structures.

In other words, gentlemen, a railroad worker, particularly in the transportation groups, is a specialized worker, working not in an ordinarily dangerous work but in an extra hazardous occupation in most instances, and he assumes those, and the wages should be paid and based in part upon the risk that the man assumes.

Senator La Follette also correctly stated the position of the railroad workers when on May 16, 1938, he stated that it appeared from the records of the Interstate Commerce Commission that in 1937 there were 159,000 railroad employees who received \$73.00 per month or less. He also showed that 206,000 railroad employees were receiving \$86.00 a month or less; that 236,000 received \$90.00 a month or less; that 291,000 in 1937 were receiving \$100.00 a month or less, and that 585,00 or 52½%, more than half of all the railroad employees in the country received only an average of \$150.00 a month or less in 1937.

During this time, when the wages of the railroad workers have remained practically stationary, it is startling to realize how well the bondholders have been taken care of by the bankers in control of the railroads. We again quote from Senator La Follette's speech.

In other words, for each dollar paid in interest in 1920 the employees were paid \$7.73 in wages. This ratio in 1936 had dropped to \$3.84. The ratio of employee's compensation to interest payments during this period had been reduced by more than one-half.

As a result of the speeding up of traffic and the increased productivity of the railroad workers, the record discloses these facts as stated by Senator La Follette:

For every dollar received by the employees in compensation in the year 1920 the railways received a total operating revenue of \$1.68. This increased to \$2.19 in 1936, which was an increase in revenue received per dollar of employee compensation of 30.4 per cent.

And yet we have the spectacle of railroad counsel coming here and telling you that these men should take a cut in wages, when it is through their fidelity, their work and their sacrifice that they were enabled to make that kind of a showing.

I continue to quote from Senator La Follette:

* * * it is clear from the facts which I have cited that the employees during this period of time have been receiving less and less for producing more and more in the railroad industry; while, on the other hand, the invested dollar has been receiving more and more for producing less and less.

As every Senator knows, when the services of an employee are no longer required, his pay is stopped. The investment of the bondholders, on the other hand, represented as it now is, in idle boxcars and other equipment, continues to draw its wages, so to speak. This means that the railroads are now paying a substantial dole to idle dollars at a time when many of their employees are obtaining relief from public welfare agencies.

We will show you that the productivity of the men that we represent, the Brotherhood of Railroad Trainmen, has been increased to an amazing degree in recent years, and that the railroads have received the benefit of this increase.

We will give you the picture of the living standards of railroad workers. Mr. Fort spoke yesterday that some of these men who were on the list that did not work but a week or a month, that they must not be denominated as railroad men or in the railroad industry. That is an amazing statement. Then he stated to this Board that they could go out and undoubtedly did go out and get work elsewhere, and we will show you in a study out of a thousand workers put out of work, I think it was in 1936, that out of 980 men put out of work, that only 60 were able to get work.

In other words, every time whether due to depression or to the exacting demands of their bankers or their bondholders, these railroads cut off these men from their payroll, they leave them to stand by without any protection. They would not do that with their engine; they take care of it. But they say, "We have no duty and no obligation to make any plans to take care of these men."

Many of these men have devoted years of their life learning their trade, learning an occupation, and through no fault of their own they are thrown out of employment because of the failure of these railroads to run their systems for the benefit of the public instead of the benefit of the bankers.

A cut in wages will not solve the problems of these railroads. You could cut the wages of these workers 50% and these railroads would still be confronted with the same problems as confront them today. We will show you that it is the duty of these railroads to set their own house in order. We will show you the huge amounts squandered by railroads gambling in worthless stock. We will show you the millions of dollars dissipated by the railroads for lobbying and propaganda.

Gentlemen of this Board, the most far-flung lobbying organization ever known in the history of America, reaching into every county, into every State of this nation has according to their vice president and general counsel, sent out a letter picking one hundred men in every Congressional district to see that the Congressman that goes to Washington understands things.

And that is the kind of a fight that these workers are up against.

We will show you the depletion of their revenues through free concessions to favored shippers, wasteful investments in warehouses, grain elevators, and through loans to favored shippers, all of which is contrary to the law and has met with the unqualified condemnation of the Interstate Commerce Commission.

We will show you that many of the roads are in their present financial straits because of dissipation of their resources through banker control. We will show that many of the roads in receivership and trusteeship, to which reference was made by Mr. Fort, are in that position because of having been milked dry by their stronger rivals or because of stock control. We will show you that in various instances the bankers precipitated the bankruptcy of some of these railroads.

Mr. Fort in his opening statement yesterday called your attention to the fact that 30% of the mileage of the railroads was in bankruptcy or trusteeship. This does not mean that 30% of the industry is in bankruptcy or trusteeship.

He did not tell you why some of these roads are in receivership, and we will show that many of the roads in the Middle West, the Chicago & North Western, The Chicago Great Western, The Milwaukee, The Minneapolis & St. Louis, The Chicago, Rock Island & Pacific, The St. Louis & San Francisco, The Chicago & Eastern Illinois and other roads would not be in bankruptcy but for the ruthless exploitation by the strong transcontinental lines which milk these roads through unfair divisions of rates and exorbitant charges for car hire.

We will show you that the Union Pacific and the Southern Pacific have reaped a harvest of millions of dollars in unconscionable charges for refrigeration cars in privately-owned car companies which they control, and have taken much of this money from the roads that are now in bankruptcy.

We will show you the devious trail of banker control of the railroads of this nation and will show you the looting of the American railroad systems by the financial houses of Morgan & Company, Kuhn, Loeb & Company and other investment bankers.

We will show you that these are the interests which are today demanding a cut in the wages of the railroad workers, which is only part and parcel of a nationwide conspiracy to cut the wages of every worker in the land, to delay and prevent recovery.

It can not be successfully denied that the condition of these railroads is due to mismanagement under banker control, and that the millions of dollars lost as a result of banker manipulation if it were in the treasuries of the railroads today would solve their difficulties.

Not until these railroads are taken out of the control of the banking interests of this country can this railroad problem ever be solved. A wage cut will not do it—it will only injure the welfare of the railroad workers and of the country generally.

In conclusion, may I remind this Board and the gentlemen who operate these railroads that the railroads were organized and must function for the public welfare.

Railroads were organized and should function for the public welfare. We will show that the financial juggling in the organization and building of the railroads is one of the darkest pages in our economic history. We will show that in a number of instances the capital stock of these railroads has been pyramided time and again. The Interstate Commerce Commission, our courts, our United States Senators and Congressmen have unhesitatingly condemned the despoliation of the greatest industry in this country by the financial interests who are today seeking to force a wage cut upon the railroad workers.

We may as well face the facts. Our Democracy is facing a crisis, and the railroads by their ill-considered demand for a wage cut are bringing about a condition which threatens the welfare of the nation. That is why this Board is met here today. Their attempt to force a wage cut is a fraud upon the government, a deception of the people and the most glaring example of double-crossing ever known.

These railroad workers are not receiving more than a living wage. We start with that fact. We insist that that fact is still a barrier to any cut in wages—a barrier to any destruction of the basic wage structure of the workers.

Finally, let me quote you the words of one of the greatest liberals and finest humanitarians of our day. This is what he said after this demand for a wage cut was made by the railroads, I quote:

Cheap wages means low buying power. Low buying power means low standards of living.

These are the stirring and inspiring words of President Roosevelt, uttered at Forth Worth, Texas, on June 10, 1938:

And again he said, I quote:

Certainly at this stage there should be a united stand on the part of both of them (Capital and Labor) to resist wage cuts which would further reduce purchasing power.

That is the message of the President to the people of this Nation and the Brotherhood of Railroad Trainmen and organized railroad workers are going to stand by that philosophy, gentlemen. We are standing by it and propose to go down the line in the defense of the right of rail road workers as well as every other worker in the country, to receive a fair, a decent living wage. The effort of the railroads to slash the wages of the workers is an insolent attempt to delay recovery and to prevent the return of this nation to prosperity.



TESTIMONY OF RT. REV. MSGR. JOHN A. RYAN, D.D., ON BEHALF OF THE RAILWAY LABOR EXECUTIVES' ASSOCIATION BEFORE THE EMERGENCY BOARD — OCTOBER 12, 1938.

Ethical Aspect of the Controversy

More than half a century ago, Henry George wrote the following sentence in his book "Progress and Poverty:"

"Though often warped by habit, superstition, and selfishness into the most distorted form, the sentiment of justice is yet fundamental to the human mind, and whatever dispute arouses the passions of men, the conflict is sure to rage, not so much as to the question 'Is it wise?' as to the question 'Is it right?'"

The truth of the foregoing proposition has received frequent illustration at these hearings and in the comments on them which have appeared in the newspapers.. Although economic and financial factors have dominated the arguments presented by the contestants, both sides have relied implicitly, and sometimes explicitly, upon considerations of justice. Each party asserts that its demands and proposals are in accord with fairness and right. From both comes an appeal to the ethical perceptions and convictions of the American people.

The argument which I shall make against the proposed wage reduction is mainly ethical. The conclusions which I shall draw will not, I hope, be contrary nor even indifferent to good economics. In as much as ethically correct practices are those which conform to human nature, adequately considered, that which is right ethically must be sound economically. In the long run, social justice is identical with economic wisdom.

By social justice I mean that virtue which impels men to promote the common good, but the common good taken distributively as well as collectively. Social justice aims at and takes into account not only the good of the community considered as a unified entity but also the good of all its constituent parts. Hence, social justice always places strong emphasis upon the welfare of the various social classes.

I shall try to show that the contemporary wage cut would be against social justice both for the community as a whole and for its constituent groups.

What does social justice require in the determination of rates of wages. Some of you may be acquainted with the statement on this question made at the 1914 meeting of the American Economic Association by Professor Frank Haight Dixon.

"It may be," said Professor Dixon, "that we are merely chasing a will-o'-the-wisp when we are hunting for a reasonable wage, but we are, at any rate, seeking the unattainable."

As it stands, this proposition goes much too far. From the nature of the case, indeed, no wage rate can be defended as mathematically exact. Nevertheless, approximations to reasonableness and justice can be made with sufficient accuracy and definiteness to meet all practical requirements.

The principal current tests for measuring fair or reasonable wages are: productivity, comparison with other wage rates and cost of living. Let us look at railroad wages in the light of these three standards.

Productivity is not the highest ethical measure for the remuneration of any class of wage earners. It is inferior to needs, sacrifices and effort. Nevertheless, it has some validity because the great majority of men expect to be paid according to results. As a practical matter it has to be used wherever it can be applied. Its use, however, is very limited. It is mainly applicable to situations where men do the same kind of work or use the same tools. It can also be applied where the comparison is not between different men in different occupations but between the remuneration received by the same men at different times.

To be sure, increase in individual productivity may be due to new processes and methods as well as to harder work or greater skill on the part of the employee. It is impossible, of course, to draw an exact line between these two items. At any rate, it is generally recognized, and properly so, that the workers ought to obtain some profit from technological improvements.

Comparison between the wage rates received by any group of employees and those obtained by other groups has very little ethical value. The wages with which the comparison is made, even when they are the prevailing rates, do not necessarily mean just rates: they all may fall below the level of justice. Moreover, the comparative test, if universally applied where wage increases are sought, would prevent any general improvement. The existing rates would become "frozen," and the current wage rates or the prevailing wage rates would always mark the upper limits of justice. By this test, the increased remuneration obtained by millions of workers in the last fifty years would have to be pronounced unjustified and unjust. The ethical implications of the comparison test are so absurd that one wonders why it continues to receive recognition.

Since, however, the method of comparison has been heavily stressed at these hearings I should like to offer some brief comment on that discussion. According to the opponents of the proposed wage reduction the average hourly remuneration of these railroad employees is 72.1 cents per hour. Spokesmen for the railroads declare it to be 75.9 cents. You are aware of the reason why these estimates differ. It is not necessary for me to enter that field. Suppose we split the difference between the two estimates, thus getting the figure of 74 cents per hour. The representatives of the employees have listed nineteen very large industries in which the hourly compensation is more than 74 cents per hour. Undoubtedly, there are other industries in which the average hourly compensation falls below that figure. Nevertheless, the former group of industries is of sufficient importance to destroy the impressiveness and conclusiveness of the comparison based upon the

lower-paid latter group of industries. Therefore, it seems to me that the case for the wage reduction in the railroad industries based upon comparison of hourly rates with the rates paid per hour in other industries is inconclusive.

With regard to annual earnings, there is likewise a dispute between the opponents and proponents of the contemplated wage reduction. The former maintain that the average remuneration of all railroad workers in 1937 was \$1115; spokesmen for the other side give us the figures of \$1785. You have been made aware of the claim upon which this difference is based. It is not necessary for me to deal with this question. I conclude my discussion of the comparison test by repeating that from the ethical point of view, the comparison method is irrelevant.

Finally, we come to the cost-of-living standard of wage justice. Of all the standards that have been used or can be used this is the most fundamental. It involves the basic question of a just distribution of the goods of the earth and the opportunities inherent in the industrial system; it involves the right of the worker to live and to have the means of developing his personality to a reasonable degree upon reasonable conditions. The doctrine that every worker is entitled to remuneration equivalent to a decent livelihood has become pretty generally recognized. For more than a quarter of a century it has been accepted and advocated by the three great religious bodies in the United States, Jews, Protestants, and Catholics. The latest authoritative statement on the subject is that made by Pope Pius XI in his Encyclical *Quadragesimo Anno* published in 1931. In this great document, he declares that the worker is entitled to a wage sufficient for the support of himself and his family. The content of such a wage as specified by the Holy Father includes not only a decent living from day to day, but some provision against such hazards of the future as, uncertainty of employment, sickness, and old age. Moreover, it includes some provision for the workers' children and the means of acquiring "a certain modest fortune."

Judged by this standard, the proposed reduction in railroad wage rates is utterly devoid of ethical validity. Between 35 and 50 per cent of the railroad employees received less than \$1500 in the year 1937. Certainly that amount is insufficient to provide a living wage as defined by the Pope, and, indeed, as specified by any of the authorities on the subject in this country.

As an ethical wage standard, the cost of living differs radically from *changes* in the cost of living. Only in the latter sense have living costs been discussed at these hearings. The arguments were not based upon the workers' reasonable needs but upon statistical comparisons. The cost of living today was compared with the cost of living in previous years, particularly in 1929; and the effect of the fall of the cost of living upon the real wages of railroad employees, was compared with its effect upon the real wages of other employees.

It seems that the proposed wage cut would leave the railroad employees better off than they were in 1929. Owing to the fall in the cost of living, it is argued, the real wages of railroad employees have risen 37 per cent on an hourly basis and 26 per cent on a weekly basis. We shall consider in a few moments this assumed change in the cost of living and its budgetary implications. At present, let us bear in mind that even if the real wages of the railroad employees have been increased by the percentage just mentioned, or by any other percentage, it does not follow that present wages are unjustly high. The same principle is involved here as in the case of comparisons between the wage rates of different industries. Unless we assume that the real wages of railroad employees in 1929 were as high as fairness would dictate, that any increase would have been contrary to justice, we shall have to confess the gains in real wages since 1929 are irrelevant. The fundamental question is whether present real wages are exorbitantly high. I have already pointed out that between 35 and 50 per cent of the employees are getting less than \$1500 a year, and even with the present lowered cost of living, that amount is certainly not more than a decent living wage. The attempt to prove that present real wages are excessive because the real wages of employees in other industries have not risen to such an extent as in the railroad industry is likewise futile. It points to the same fallacy of comparison, namely, that the rates with which the railroad wage rates were compared are themselves an exact measure of justice.

Let us return now to the statistical argument which purports to show a great increase in the real wages of railroad employees since 1929. The argument is drawn mainly from a cost-of-living index made many years ago. Today, this index is defective for two reasons: first, because it omits some articles which are contained in present day family budgets and includes some which find no place there; second, because some of the articles which are common to both the earlier and the present budgets have a different importance at the present day. The cost-of-living index which is published by the United States Bureau of Labor Statistics represents not the actual cost of living among working men today according to present standards but the change which has taken place in the cost of living according to the standards of 1918. In 1933, Isadore Lubin, Commissioner of Labor Statistics, declared:

The present index is based on outlays of the typical American family in 1918-19. At that time many items which now enter into the budget of the average family were unknown to most households. Automobiles and gasoline, which today account for an appreciable part of family expenditures, were given no consideration in the cost of living study of 15 years ago. The same was true of radios, which were then in the laboratory stage; silk stockings were a luxury permitted to relatively few; the electric refrigerator had not yet made its way into the kitchen. Standards of 1918-19 are further out-dated by the fact that some of the items which entered into the family expenditures of those days have all but disappeared from our budgets. One might cite among other things the saten petticoat, women's muslin combinations, and men's nightshirts.

In a paper read before a meeting of the American Economic Association ten years ago, Mr. Woodlief Thomas stated:

This growth in production per capita (in many industries devoted to recreation and diversion) has meant increased purchasing power for the consumer which has been used not to buy an additional amount of staple articles of food and clothing but has been expended upon new services and products of various sorts chiefly those which provide recreation and diversion, which supply labor saving devices, or which for some reason are in the opinion of the consumer more beautiful or more

serviceable. Witness the increase in the production of automobiles, gasoline, radios, phonographs, vacuum cleaners, electric cooking and heating devices, the growing expenditure of time and money on motion pictures, dance halls, and athletic events, the substitution of silk and rayon for cotton and wool, of baker's bread for the home made bread, of automobiles for carriages.¹

It might be objected that many of the new things, the new gadgets, the new comforts, the new luxuries, which now find a place in the budgets of working-class families but were not found there in 1918, are not among the necessities of life, that they do not add substantially to the higher values of life. These things are, indeed, merely conventional necessities, not absolute necessities. But as the distinguished British economist Alfred Marshall, pointed out many years ago, when persons become so attached to conventional necessities that they will go without more fundamental goods rather than be deprived of some things that are conventional, then the latter must fairly be regarded as absolute necessities and must find a place in normal standards of living. For example; some young women would probably omit breakfast rather than the use of a lipstick. This implies that to sacrifice the latter good would mean to undergo considerable hardship.

From the viewpoint of the common good a reduction in the remuneration of the railroad workers would be very harmful at this time. It would set a very bad example. It would provide a temptation and an excuse for several other great industries to meet their economic difficulties by likewise reducing wages. We may seriously doubt whether any intelligent observer of industrial life believes that this evil consequence would not follow a reduction in wages in the great railroad industry. The evil effects of a general or even a fairly widespread lowering of wages upon the consuming power of the masses and therefore, upon the volume of industrial activity, are pretty generally recognized today. Following are a few typical expressions of economic and business opinions on this subject:

JOHN A. HOBSON

... Although production only exists to supply the needs of consumers, the rate of consumption habitually lags behind the rate of possible production, so that much actual and much more potential producing power is wasted ... efficient demand is not quick enough, or full enough to respond to increased productivity.

... The second reason why better distribution is indispensable to greater productivity is that this alone can insure the regular rise of stable standards of consumption to correspond with and keep pace with every increase in output. Only when income, or right to the product, is widespread and equitably distributed, will popular consumption make the constant progress needed to maintain full productivity of industry. ... (Hobson, John A., "The Limited Market," in "The Nation," April 1, 1925, p. 352.)

OWEN D. YOUNG

... Slowly we are learning that low wages for labor do not necessarily mean high profits for capital. We are learning that an increasing wage level is wholly consistent with a diminishing commodity price level. ... (Address delivered at Harvard University, June 4, 1927.)

SAMUEL M. VAUCLAIR

We are looking forward to greater prosperity than we have ever seen, and prosperity for industry will not be at the expense of workers' wages. We have reached more scientific ways of cutting down costs than pruning the pay envelopes. ... (NEW YORK TIMES, June 29, 1928.)

BENJAMIN M. ANDERSON, Economist of the Chase National Bank

Mass production and high wages in the United States are interrelated. ... It is in considerable measure that high wages make mass production easier by providing a more uniform market than would otherwise exist. ... If a high proportion of the income of the country goes to a few, while the masses have low incomes then mass production of articles of substantial value must gain less rapidly. ... (Extract of an address to New York State Bankers Association, Rochester, March 19, 1927.)

WALLACE CLARK, Consulting Management Engineer, New York

One of the major problems of American industry is to determine whether to reduce productive capacity until it matches effective demand for goods, or to increase the purchasing power of consumers to keep pace with a productive capacity that is constantly growing.

... Our present living standard, as reflected in consumption of goods, will have to be increased by at least one-third in order to absorb the normal unused margin of American industrial capacity. To the engineering mind the selection of the problem inevitably lies in the increasing of purchasing power; for it is inconceivable that the expansion of American industry can be arrested. (Proceedings of the Academy of Political Science, July, 1927, p. 131.)

E. G. GRACE, Bethlehem Steel Co.

American industry faces no more important task today than to protect the buying power represented by wages. In the last ten years a new order has been created in our economic life. It is recognized first, that high standards of living are based on the greater earning power of labor and second that continued prosperity and high wages go hand in hand. (Bethlehem Review, October 9, 1928.)

CHESTER DAVIS, Former Administrator of AAA

During the year 1929, the privileged few were receiving in high salaries, interest, and dividends, far more income than the average of the masses. By 1929 at the climax of the boom, the financial capital structure had become top heavy, while the forgotten man at the bottom of the economic pyramid was not receiving sufficient purchasing power to keep it from collapse. ...

The problem is, How can our millions of unemployed be put back to work and how can the resulting increase in purchasing power be so distributed that the workers who produce this added wealth can afford to buy back that wealth? Give purchasing power and a feeling that it will continue and the consumption of goods is bound to take place. (NEW YORK TIMES, December 9, 1934.)

E. A. FILENE

"Employers make no greater error than to assume that wages come out of profits. The fact is profits come out of wages. I can offer to pay double wages to increase the buying power of our employees provided other business men do the same."

In the same article he said the country was approaching a prosperous era and warned business men to adjust their views to a longer range and accept the elemental principle that they must contribute to the buying power of their workers. (NEW YORK TIMES, July 15, 1937.)

In the early part of this year inquiry was made as to the opinions about the economic situation and forecasts as to the future of a number of the most eminent economists in the country, including J. M. Clark, Paul H. Douglas, Arthur D.

¹Woodlief Thomas—"The Economic Significance of Increased Efficiency of American Industry in American Economic Review, Supplement, March, 1928, p. 185-6.

Gayer, Walter Hamilton, Alvin H. Hansen, Frederick C. Mills, Broadus Mitchell, Horace Taylor, Ernest Minor Patterson and several others. It is of considerable interest that all of these economists were opposed to a general reduction of wages, and though a large majority favored reductions in certain cases all but one were opposed to a reduction of wages in the railroad industry.¹

Speaking summarily, we say that a reduction in the remuneration of railroad employees would be inconsistent with the present national social and economic policy, as is shown particularly in the Minimum Wage Laws, the Fair Labor Standards Act, the National Labor Relations Act, and many other recent pieces of legislation. The policy of this administration is not only to maintain present wage levels but to raise them as rapidly and as far as is feasible. A wage cut in this great national industry would contradict the present national policy and greatly retard, if not completely check, progress toward full business recovery.

PRESIDENT ROOSEVELT

"The exploitation of child labor and the undercutting of wages and the stretching of hours of the poorest paid workers in periods of business recession has a serious effect on buying power. In the interest of the national economy such adjustments as must be made should not be made at the expense of those least able to bear them.

"I further believe that the country as a whole realizes the necessary connection between encouraging business men to make capital expenditures for new plants and raising the total wage income of the total of our working class population. New plants today mean labor saving machinery. What does the country ultimately gain if we encourage business men to enlarge the capacity of American industry to produce, unless we see to it that the income of our working population actually expands sufficiently to create markets to absorb that increased production.

"I further believe that the country as a whole recognizes the need of seeking a more uniformly adequate standard of living and purchasing power everywhere, if every part is to live happily with every other part."²

On another occasion President Roosevelt stated:

"I have said frequently—and I do not know how to say more clearly and unequivocally than I have already said—that I am opposed to wage reductions.

"I am opposed to wage reductions because the markets of American industry depend on the purchasing power of our working population. And if we want to restore prosperity we must increase, not decrease, that purchasing power."³

What then can the railroads do to reduce costs and establish themselves in a position to meet fixed charges? The situation is admittedly very difficult; in many cases it is critical. I see no way out for them except to reduce interest charges. In all probability this course will have to be adopted by many other industries than the railroads before the country can get back to anything like a fair degree of prosperity. The business recession in which we now find ourselves was bound to come sooner or later. It became inevitable on account of chronic disproportion between saving and spending which has existed in the past fifty years but has greatly increased since the beginning of the present century.

In the volume on America's Capacity to Consume, the Brookings Institution attributes the recent increase in the rate of saving to the notable increase in the national income which has enabled the population to save more, and particularly to the relative increase in the incomes of the upper classes. Too much of the national income or national product is saved and too little is consumed. Too much goes to capital and too little to labor and the farmers. Three-fifths of the savings in 1929 were made by that 10 per cent of the population having incomes of over \$5,000. Of course, almost all the savings of this 10 per cent came out of interest and dividends. If the members of this group had received considerably less interest and dividends, the total savings of the country would have been smaller, the excessive capacity for production would have been lower, the incomes of the wage earners would have been higher and their volume of purchases larger. Thus more business would have been done, a smaller productive plant would have been operated more nearly at full capacity and there would have been less unemployment. Because these changes were not made, the recovery from the great depression was slow and was constantly subject to set-backs. The present decline is the accumulated effect of the unbalanced distribution of income and purchasing power.

The plight of the railroads is a typical, possibly the most spectacular, symptom of a fundamental disease in our industrial system. The disease consists in an excessive and intolerable amount of bonded indebtedness of long-term debt with fixed interest charges. On this topic I desire to submit some striking paragraphs from an address delivered September 22, 1938, at Kansas City, before the National Association of Securities Commissioners, by Jerome N. Frank, member of the Securities and Exchange Commission:

May it not perhaps be true that, in certain large areas of business, interest on long term debts plays altogether too large a part in our affairs, and that interest, far from being the mainspring of a profit economy, has today become a serious clog upon that economy, threatening perhaps, to endanger its continued existence? Do we not perhaps today have too much interest in interest?

... The question, then, which I want briefly and most tentatively to discuss, is this: Is it perhaps not desirable that the bulk of long-time financing of our major American industries should hereafter be done through the issuance of shares of stock, rather than by borrowings through the issuance of long-term bonds? Should not investors in such industries perhaps be stockholders, entitled to dividends payable out of earnings, rather than creditors legally entitled to demand payment of interest at fixed intervals, regardless of earnings?

Accordingly, for many years, the suggestion has bobbed up again and again, that railroads be reorganized and subsequently financed through the issuance solely of shares of stock. And if we inquire into the reason for that recurrent suggestion, we might conclude that it is perhaps appropriately applicable not only to railroads, but to other major industries.

... A railroad bond is in fact not a binding promise to pay the principal and interest of the bond, but contains an implied option, running to the so-called borrower, to issue to the bondholder, in place of payment, a new, junior bond and some stock in a reorganized company.

¹John T. Flynn in World Telegram, March 4, 1938.

²New York Times, November 16, 1937.

³New York Times, January 26, 1938.

And the reorganization is not a speedy process. It usually occupies several years. The net result is that the chief beneficiaries are the lawyers, the accountants and the reorganization bankers.

... The history of railroad finance, therefore, goes to show that, so far as railroads are concerned, the investors would perhaps be far better off if they realistically recognized that they had only a prior claim against earnings and if, therefore, the securities issued to them consisted of stock, entitled to earnings but not so legally devised as to cause defaults and costly and wasteful reorganizations in the event of defaults. In other words, the history of railroad financing goes to show that maybe, at least with respect to railroads, we need to take a new attitude concerning interest: that, while, in earlier periods, the condemnation of interest-taking—whether it purported to be based on theological, or moral, or economic grounds—was founded upon a regard for the borrower, today we may perhaps need to put severe restrictions upon interest-taking, out of regard for the welfare of the investor.

At the annual meeting of the United States Steel Corporation on April 4, 1938, Mr. Myron C. Taylor, Chairman of the Board, made the following remarks:

"In 1929 the financial structure of the Corporation was materially changed through the redemption of the mortgage bonds of the Corporation to the value of \$340,000,000. This was managed through the sale of \$1,016,605 shares of common stock supplemented by a draft on current cash funds. Also, \$30,000,000 of the bonded debt of subsidiary companies was then retired.

"That transaction relieved the Corporation of a charge of about \$31,000,000 a year. It is fortunately not necessary to speculate as to what would be the condition of the Corporation today, had it been required to pay this heavy interest charge during the depression years."

It would thus appear that for a time, at any rate, one of our greatest industrial corporations reverted, after a fashion, to the wisdom of the Church fathers with respect to interest.

... The claim on the corporate earnings represented by a share of stock is a different kind from that represented by a bond. The claim to dividends is elastic and varies with the corporate earnings. If a company fails to pay dividends when its earnings shrink, bankruptcy does not ensue.

To sum up: One of the most commonly accepted, and yet, apparently, one of the most disturbing, elements in our modern capitalist economy, is the recurrent necessity imposed on industry of meeting fixed interest charges on long-term debts. It seems to augment depressions by bringing upon us bankruptcies and receiverships, costly, wasteful, destructive. We have, perhaps, heretofore too uncritically accepted, as an inherent part of our profit system, that a large portion of investment in our industries should consist of such long-term interest-bearing obligations with a legal requirement to pay interest regardless of earnings.

... It would seem perhaps it is time to consider carefully whether a movement away from such interest-bearing securities toward what are known as "equity" securities would not, because of the increased flexibility, bring greater security to all investors and do much to eliminate one important factor tending to undermine the profit system.

... That portion of the Medieval outlook which led to a condemnation of interest we should perhaps return to—returning, not full circle, but, so to speak, as if on an ascending spiral, returning, that is, on a more sophisticated level, to an appreciation of the fact that too much interest, if it be not a moral, may yet be an economic sin.

In passing, I would note that the bonded indebtedness of the railroads is something like \$10,000,000,000 while the amount of stock held in private hands is only \$8,000,000,000. The evil effects of this unbalance are well illustrated in the following excerpt from a recent pamphlet by Richard Dana Skinner called "Debt System or Property System?" Although it was not written with reference to the present hearings, it has specific pertinence to the point which I am now discussing.

The actual case history of one of our largest railroad systems will illustrate the point. This road was originally financed, by much more than half, with borrowed funds. The stockholding owners put in only a small portion of the total funds used. The rest came from bondholders, who are now, of course, long-term creditors of the road. In the depression year of 1932, this road earned, over and above all operating expenses, some 52 million dollars—a tidy sum! But it just happens that the *fixed* interest on the road's bonds and notes amounted to 62 million dollars, or 10 million more than the earnings from operations. The owners were then faced with this dilemma: Should they risk losing their ownership of the road by failing to pay the full interest due and so forcing the bondholders to foreclose—or should they meet the 10 million deficit from cash reserves and plan the most rigid and heroic economies the following year to recoup that cash? They did just what you and I would expect, humanly, under such difficulties. They paid the fixed interest out of reserves, and clamped on the economy lid.

But what did this involve? It meant, obviously, firing every last marginal worker in the shops and on the maintenance crews, in curtailing every possible order for new equipment. In this way, the owners hoped to squeeze out the difference between the 52 million earned and the 62 million owed in fixed interest. It was the human thing for them to do, as owners trying to keep their property. But it was also the inhumane thing to do as affecting not only the labor employed on the road, but also the labor employed in all the factories making equipment and supplies for the road. From the lumber camps supplying wood for cross ties, from the locomotive and car factories and the steel mills making rails, nuts and bolts, to the shops and crews of the road itself, the pressure was felt all along the line—a pressure that would never have been necessary had it not been for that huge total of *fixed* interest charges which had to be met if ownership was to be conserved. Thus it is very simple to figure how the pressure of this fixed sum—which, under our debt system had to be paid regardless of whether or not it was earned—enormously increased the existing unemployment all along the line and in every part of the country.

The excessive burden of debt and fixed interest charges afflicting the railroads and a great many other large American industrial concerns, can be traced back to the inadequate distribution of purchasing power which I described above. Not enough of the product is distributed in wages to keep the industrial plant in operation. Too much is paid out in interest and, therefore, too much of the product is saved. The result is too much debt, particularly too much bonded debt. The charges on the debt cannot be taken care of because there is not enough business. There is not enough business because the workers and the farmers do not receive enough income to support the business. I have seen the estimate made that with a twenty per cent increase in traffic the railroads or at least a great majority of them would be able to get out of their present predicament. But that increase in traffic can not take place until the general business activities of the country are greatly expanded. Such expansion can not occur, or at least it can not become permanent until the product of industry is more adequately distributed. In the meantime, a reduction of wages either on the railroad or anywhere else would obviously do more harm than good.

SUMMARY OF TESTIMONY OF SENATOR BURTON K. WHEELER BEFORE THE PRESIDENT'S FACT-FINDING BOARD, OCTOBER 14, 1938.

Senator Wheeler said in effect:

In testimony presented so far by railroad spokesmen there has been no offer on the part of bondholders to accept a reduction in the interest rate on railroad investments. Nor have railroad officials offered to undergo the sacrifices they demand of their workers.

On the contrary, this proposed reduction of 15 per cent in the wages of employes, is calculated to work to the advantage of those at the top of the railroad financial heap. For the railroads really want this \$250,000,000 from employe earnings to pay off the interest on bonded indebtedness.

Only a small part of this tax on wages will go to railroads in bad financial shape. The biggest portion will go to railroads that are extremely prosperous.

My testimony is based on 16 years of service on the Interstate Commerce Committee in the Senate, where I have had an opportunity to view the railroad problem at close range, and two years of intensive study of the financing of railroads.

In the light of this background, it is my belief that the railroads are in trouble now because they failed to provide for the rainy day that followed the wild and woolly era of prosperity prior to 1929. Instead of setting aside a sinking fund at that time, they dumped revenues in dividend payments to investors, in heavy commissions to bankers for the re-bonding of old debts, and in heavy inter-corporate investments which are now of little value.

Uncontradicted evidence of speculation in the securities of other railroads at abnormally high prices is had in the case of the Pennsylvania and Wabash railroads, both of which engaged in this practice during the 1920-29 period.

The solution of the railroad problem lies to some extent in coordination and to some extent in consolidation. But the all-important remedy is the reduction of the industry's capital debt structure. The amazing financial tangle in which the railroads are enmeshed may be evidenced by such circumstances as:

- (1) Today bonds are outstanding on many miles of railroad trackage no longer in use.
- (2) There is bonded indebtedness on box cars and engines which are not being used and never will be.
- (3) Certain roads—The Milwaukee, for instance—have gone into the hands of receivers and have come out with a greater bonded indebtedness than when they went in.

When railroads, through their own fault, bring on such a condition as obtains today, the general public should not be expected to foot the bill in higher rates, nor employes in lower pay. Railroads must be reorganized on such a basis as to guarantee the payment of fixed charges on debt in lean years by careful financing in prosperous years. Otherwise, they can't be expected to stay out of receivership.

In dealing with the wage of railroad men you have to consider that they belong to the highest type of industrial workers. Because of the tremendous amount of property and the number of lives in their hands, they must remain sober and subject to a high degree of discipline. In other words, they have responsibilities that the ordinary working man in other industries does not have, and with these responsibilities should come higher pay.

A railroad president once told me: "I get more money because of the responsibilities on my shoulders." The same concession should be made to railroad workers.

SOME OF THE EXAMPLES PRESENTED BY SENATOR WHEELER ILLUSTRATING THE WASTES AND LOSSES IN THE RAILROAD INDUSTRY WHICH IF ELIMINATED WOULD ENABLE THE RAILROAD INDUSTRY AS A WHOLE TO SAVE AT LEAST ONE MILLION DOLLARS A DAY¹

1. The monopoly of the Pullman Company. The carriers are obliged to sign on the dotted line the contracts for increased payments exacted by the Pullman Company monopoly. Pullman Company directorate interlocks with the chief railroad bankers.

2. Purchases of steel rails and other steel products and materials and equipment of other kinds from industries which have monopoly prices and are interlocked with the financiers and controlling interests in the railroads.

¹Summarized from statement made by Senator Wheeler before an Emergency Railway Wage Board, Friday afternoon, October 14, 1938. Senator Wheeler stated that since the railroads can save at least one million dollars a day by eliminating indefensible wastes, they are not justified in asking railroad labor to take a wage cut of two-thirds of a million dollars a day.

3. Failure of the railroads to conduct adequate research for standardization of the articles they purchase and thus failure to obtain articles at the resulting lower cost. Disregard of Coordinator Eastman's proposals for such research.

4. Scratching the backs of large shippers by purchasing from them materials, equipment and supplies at unduly high prices—an indirect form of rebate.

(Total expenditures for equipment, capital investments, materials and supplies of which the preceding three items are examples have averaged one billion dollars per year in the last 8 years.)

5. Wasteful undermaintenance of roads in pre-receivership period resulting in costs far greater than if roads had been kept in proper repair currently.

6. Failure of receivers and trustees in bankruptcy to perform their duty of investigating and suing for past mismanagement and fraud.

7. Wasteful expenditures in reorganizations and large expenditures for impractical reorganizations.

8. Purchases of stocks of railroads by other railroads with resulting losses of tens and hundreds of millions of dollars.

9. Joint purchases of stocks by railroads and their bankers, with subsequent unloading by the bankers, and resulting higher prices for stock purchased by railroads than if the bankers had not bought for themselves at the same time.

10. Heavy losses in purchasing terminal properties and other land and property from big shipping interests such as the packers—indirect form of rebate.

11. Loans of railroad money to stock market syndicates with resulting heavy losses.

12. Milking of railroads by holding companies.

13. Losses of millions to wholly-owned subsidiaries and concealment of such losses by use of this device.

14. Losses through carloading companies formed by railroads or affiliated holding companies.

15. Loans to shippers which were in fact indirect forms of rebates.

16. Excessive charges by private car lines controlled by interests powerful also in the railroad industry.

17. Imprudent declaration of dividends to serve the needs of financiers or speculators, sometimes when the roads declaring such dividends had no money to pay dividends or were even on the verge of bankruptcy.

18. The bankers' monopoly of the financing of the railroads.

19. Evasion by the bankers and others of the interlocking directorate provisions of the Clayton Act.

20. Failure of many of the railroads to perform their own fiscal agency services and to take from leading New York banks and trust companies this form of very desirable "gravy."

21. Weakening and demoralizing the morale and efficiency of the principal officers and managements of our railroads as a result of directors' and financiers' keeping major financial facts from the managements, causing them to conduct their books on a false basis, hampering them in order to serve Wall Street purposes, subjecting them to the straightjacket of unsound financial structures, etc. This loss may be as great as any other loss and perhaps greater than any of the other losses combined.



Robert F. Wagner,
New York.

UNITED STATES SENATE
Washington, D. C.

Honorable Walter P. Stacey, Chairman,
Presidential Emergency Board,
House Caucus Room,
House Office Building,
Washington, D. C.

October 12, 1938.

Dear Mr. Chairman:

I am taking the liberty of sending you herewith a statement on the railway wage problem now pending before you.

I will greatly appreciate your introducing this statement into the record of the hearings.

Very sincerely yours,

(Signed) ROBERT F. WAGNER.

I have followed with keen interest the various negotiations between the railroads and the representatives of the railway employees in the matter of the proposed cut in the railroad wage rates. I have been particularly interested in the current hearings and the evidence submitted before the Presidential Emergency Board.

The issue involved is, in my opinion, of paramount significance to our entire economy. It has a bearing not only upon the condition and livelihood of the more than 1,000,000 employees of the carriers but it is directly related both to the policies of American industry as a whole as well as to the future standards of all American wage earners. Particularly at such times as the present, with the index of production rising in virtually every industry, with employment increasing in every important sphere of industrial activity, with payrolls rising, any successful attempt to curtail the income of any significant portion of American workers would, I am convinced, result in a definite set-back to economic revival.

With a current monthly payroll, as reported by the Interstate Commerce Commission of approximately \$145,000,000, the requested decrease of 15% would curtail the income of the railroad employees by almost \$22,000,000 per month or about \$5,000,000 per week. The significance of this amount in terms of the ability of our workers to consume the products of our industries becomes especially clear when it is realized that the proposed weekly decrease is equal to the present total weekly payroll of the entire shoe and leather industry of the country; that it is slightly in excess of the amount being paid out in wages by the cotton goods manufacturing industry; that it exceeds by 20% the total payroll of the entire newspaper and periodical industry; and that it is equal to more than $\frac{1}{4}$ of the total current weekly payroll of the entire steel industry, including all of its branches.

To visualize, in realistic fashion, the potential effect of the wage cut now being proposed by the carriers upon the purchasing power of our people and upon the economy of the country, one need merely cite the fact that the proposed decrease is equal to cutting by $\frac{1}{12}$ the average weekly payroll of all the durable goods industries of the country combined. To put the issue in another way, the effects of the proposed wage cut on the purchasing power of our people would be comparable to the complete shutting down of every cotton mill or shoe factory in the country.

Nor can the most ardent protagonist of the theory that costs must be cut if economic revival is to be hastened find justification for his contentions in the proposed railroad wage decreases. Such a theory is based on the assumption that lowered wages, by cutting costs, result in lower prices and hence in a stimulated demand for goods with a consequent increase in employment and payrolls. Assuming for the sake of argument, that there were no alternative to cutting costs other than by lowering wages, the theory in itself is not applicable to existing conditions in the transportation industry. There certainly appears to be no intention on the part of either railroad management or of constituted authorities to translate such savings as have been claimed would arise from a wage cut into lower freight rates with consequent savings to shippers. All available evidence shows conclusively that lower wages on the railroads will not be of any benefit to consumers and hence will not increase the volume of railroad traffic or stimulate economic activity as a whole.

I am of the firm conviction that a wage decrease in the railroad industry or in any other industry is entirely inopportune in terms of enlightened public policy. Indeed, I see in such wage decreases not only a detriment to further industrial revival but also an obstacle to the continued increase in railroad freight traffic upon which the prosperity of the carriers is so dependent. I see in it, moreover, a threat to the maintenance of the present living standards of our entire wage earning population.

October 12, 1938.

(Signed) ROBERT F. WAGNER.

Oct. 15, 1938

For Immediate Release

SENATOR B. K. WHEELER, CHAIRMAN OF THE SENATE SUB-COMMITTEE, CONDUCTING
THE RAILROAD INVESTIGATION, ISSUED THE FOLLOWING STATEMENT TODAY

* * * *

Managements of our railroads have for about a year been advertising widely that the railroad industry is in a state of crisis. This opinion has been broadcast throughout the country through the chief spokesman of our railroad managements, the Association of American Railroads, and its president, Mr. Pelley.

While it is true that the earnings of the railroads have been rapidly improving in recent months, it is also true that it would be desirable to save every dollar that can honestly be saved for our railroads. This would be true even in good times. It is especially true in times of recession.

The railroad managements and the railroad Association are at this very time claiming that there is still such a crisis in the industry that other interests ought to go down into their pockets to the extent of hundreds of millions of dollars, for the benefit of the railroad industry. In the first place, the railroad managements have asked that shippers and consumers shall pay tremendous sums to help the railroads by paying higher charges for the transportation of the food that the American people must have, the clothing that they must wear, and the materials for the buildings in which they must live. Secondly, the railroad managements are asking that the employees of the railroads go down into their pockets to the extent of a quarter of a billion dollars a year to help out the railroads.

It would be fair to assume at a time when the managements are asking the consuming and shipping public and 900,000 working men to make sacrifices of hundreds of millions of dollars to help out the roads, that the managements would be aggressive in doing their part to help the roads also. Indeed, it is only fair to assume that before asking the country for this help they would have already been breaking their backs to do their utmost to help the railroads for yesterday, today, tomorrow, and the long future.

The head and front, the chief representative of all the railroad managements is their Association and its president. He appeared today as their spokesman, before the Emergency Wage Board, which is hearing the application of the managements for a \$250,000,000 wage cut. He there demonstrated whether or not his group and his Association are doing their part, or are willing to do their part, or are free to do their part, to clean up the mess resulting from financial and managerial control of the roads.

I yesterday presented 21 examples of gross wastes and losses in railroad operation, and stated that if the managements and the persons higher in control of the roads would eliminate these and other wastes, they could save for the railroads at least \$1,000,000 a day. The president of the railroad Association and a number of their lawyers were present throughout the time I made this statement, and though accorded full opportunity to ask questions on this vital subject, the Association's president carefully refrained from saying a word and his counsel asked only some minor questions.

This afternoon I was informed that the head of the railroad Association had been put on the witness stand by the Association before the Emergency Railway Wage Board, and had categorically denied that there were any substantial savings the railroads could effect, or that there were any substantial wastes or losses, such as I described the day before, in the conduct of the railroads.

In fact, on further examination, Mr. Pelley said that the categories of wastes and losses shown in the investigations and hearings of the Senate Subcommittee were "little things".

On cross examination Mr. Pelley finally demonstrated that he did not know very much about the concrete cases and the concrete testimony taken in the public hearings of the Senate Subcommittee. At most of these hearings his Association had its representatives present. The full record of these hearings was available, shortly after they were held, in stenographic transcript and shortly thereafter in printer's galley-proofs. One railroad after another promptly obtained copies of the transcripts and thereafter received copies of the printer's galley-proofs. The hearings were held during the last three years. There was plenty of time, for any man who wanted to know or whose duty it was to know what was in the record, to learn all about it.

It would be only fair to assume, when a government agency was attempting to ascertain whether there were preventable wastes and losses in the railroad industry, that the chief representative of its managements would want to know what was being made public and would want to take the promptest action to prevent a repetition of such wastes.

The head of the Association of all the major railroads of the country, with offices in Washington a mile away from the public hearing room, with his own representative present at the hearings, with full copies of the testimony available, with a large staff employed under his direction at the expense of the railroads and available to tell him in detail or in summary what wastes and losses were brought to light by the Senate Subcommittee the Association's president closed his eyes, shut his ears and knew just as little as he could know about major matters which it was his job to know and use.

Admitting he did not know the facts in the committee's record, he denied the existence of these facts, he denied that there was such squandering of railroad money. Told on cross examination something about the facts in the Senate Subcommittee's record, he then said that the losses and wastes disclosed at the Subcommittee's public hearings were "little things".

He was asked whether the loss of hundreds of millions of dollars of railroad money in stock market operations was a "little thing". He was asked whether it was a "little thing" when a railroad turned millions of dollars over to one or two of its officers for the purpose of making improvements in the transportation system, and those officers secretly used the money in a stock market operation and lost it, Mr. Pelley's response to the stock buying was,

"What's wrong with it?"

The head of this great railroad Association finally had to admit on cross examination that the railroad of which he had been president, The New Haven Railroad, would not have been obliged to go into bankruptcy in 1935 if years earlier its board of directors had not spent tremendous sums in the buying of stocks.

This chief representative of the railroad managements has been receiving a salary of \$60,000 a year. That is a big executive's salary, payable for ability to know about the industry he is serving, for eagerness to learn more about his industry from any and every source, and for willingness to labor and struggle and if need be fight, to clean up the mess in his industry and to bring it to a higher and stronger and more healthy condition. I am not suggesting that the head of the railroad Association does not have the ability called for by the position he holds and by the rate of compensation with which the railroad treasuries provide him. I shall say in a minute why he is not free to exercise his talents insofar as he has not exercised them. What he showed when he was cross-examined before the Emergency Wage Board this afternoon was how little he knew about matters on which railroad managements must be informed if they are to be enabled to do their full part in improving the financial conditions of their roads. At first he tried to make it appear that he did not even know who were the bankers of the New Haven Railroad, of which he himself had been the head in recent years. On one large matter after another he disclaimed any knowledge. He went so far as to indicate that he had not known of the major criticism by Commissioner Eastman and other high government officials of the policy of buying stocks for railroads and paying for them through the issuance of bonds.

This was what wrecked the New Haven Railroad, of which he himself had been the head. Yet he apparently had never heard that any government official had condemned this dangerous financial practice, although such condemnation has been frequent, has come from the highest sources, and has been publicly made for many, many years.

I do not mean to blame personally the head of the railroad Association or the railroad managements. Many of them are very estimable gentlemen. A number of them are very able men, but as I said in my statement before the Emergency Wage Board yesterday, they are not their own masters. They cannot publicly criticize financial malpractices of the grossest sort. It is unsafe for them even to know of public testimony about such malpractices, because the men who have or share in the ultimate power over many of the railroad managements are participants in, and often the beneficiaries of, such malpractices.

Confronted with the fact that the railroads spend tremendous sums in buying steel rails, unable to deny that the railroads have to deal with a monopoly steel industry, admitting that when the railroads call for bids on steel rails the big steel companies all quote the same price, the head of the Railroad Association had to confess that he had no idea that there was anything whatsoever that could be done about it. He finally acknowledged, on cross examination, that the big bankers for many of our railroads are the bankers for the biggest steel companies.

The hour must come when these daily and yearly squanderings of huge sums from our railroad treasuries are checked and finally stopped. The railroad managements today are not in a position to do that job. All that they can do is to shut their eyes to the facts or as examined on the witness stand to deny that these evils exist, or to say, when they can no longer deny facts, that these losses and wastes are "little things".

One of the major interests of the Senate Subcommittee has been the constructive job of freeing our railroads from such great losses. That is one of our major interests today. It is a task that the managements and the men in control of the roads ought to undertake. There is danger that they may not even begin this task until the most dire need forces them to it. Unfortunately, so long as they can go with their hats in their hands to the shippers and consumers of this country and to the employees of the railroads and get relief from them, they are likely to postpone cleaning house.

For the sake of the owners of the railroads as well as for the workers and the country at large, it will be unfortunate if the men in control of the companies can continue to go elsewhere for relief before they are made free to do their own job, and actually do that job.

MEMORANDUM OF COMMENT ON CARRIERS' BRIEF

After considering the brief filed by the Carriers on the opening of the argument on Monday, which we had no opportunity to read prior to the oral argument, we wish to make these brief comments.

1. While basing our opinion upon perhaps different ground from that in the mind of Mr. Fort at the time he made the statement, we, nevertheless, agree with his assertion to the effect that the Carriers' case stands now in the same state as it stood at the conclusion of his opening statement. We submit that the Carriers failed utterly to make a case for a wage cut upon any of the accepted grounds used as a basis for the determination of wage adjustment controversies. What Mr. Fort evidently meant was that the ground upon which the Carriers stand is the same now as it was at the opening, in this, that they stand upon the proposition that regardless of the merits of their case, when tested by the application of any of the accepted principles governing in wage adjustment matters, the Carriers should have a cut because of their present necessities. In their brief the Carriers make it clear that the above stated proposition is the one upon which they rest their case.

2. In support of the proposition on which the Carriers rest their case, they show that their business dropped off in the early months of this year, dropping precipitously through the first two months; and then undertake to show that they are still suffering from declining business. While it is true that their business dropped off in the first months of the year, it is simply *not true that their business is still declining*. No amount of adjusting of figures or trends can make it true that their business is still declining. It must be remembered that what the Carriers are seeking to do is to cut wages agreed upon last year and that by force of that fact, last year, must, in all common fairness, be used as the base year for the purpose of determining the trend of business in this year. Comparing the trend this year with the trend in 1937, we find that, whereas in February of this year, the drop of carloadings below February of last year was 25%; the drop in the first week of October was 13.5% below October of last year.

On account of the increases in freight rates and passenger fares, the spread between the gross revenue of last year and this year must be reduced by 8%.

The Railways' Statements, appearing in the issue of the NEW YORK TIMES for the morning of October 18, giving the statements of 10 roads, show that the Ann Arbor had a net loss of \$11,105 for the month of August, 1938, as against \$18,272 in August, 1937. The Chicago Great Western shows a net income for August, 1938, of \$34,045, as against a loss of \$97,029 in August, 1937. The Louisville and Nashville shows a net income of \$597,682, as against \$462,247 in August, 1937. The Mobile and Ohio shows a net loss of \$5,422 for August, 1938, as against \$127,197 for August, 1937. The Long Island Railroad shows a net income for August, 1939, of \$16,570, as against a loss of \$22,757 for August, 1937. The Southern Pacific shows a net income for August, 1938, of \$1,256,200, as against an income of \$175,999 for August, 1937.

3. The sum and substance of what the Carriers show with respect to the decline of business is—that the business of the railroad industry in the latter months of last year and in the first months of this year entered into the same thing as other lines of business; namely, a temporary slump or recession. Actual returns in the last few months and all signs and trends point clearly toward further and continuing improvement in business.

We have here, therefore, a clear case for the application of the principle recognized by the most eminent economists, that wage rates should not be lowered *during depressions of short duration*. A cut of wages now would be at a time when we are clearly at the end of the decline of business and on the way to a level as high as 1937 and possibly higher.

We hold to the firm conviction expressed repeatedly throughout the hearing that a wage cut in this industry now, would mean the stopping of the movement upward and another decline in business.

4. In their brief, as in the oral argument, the Carriers contended that the evidence of abuses, wastes and extravagances presented by Senator Wheeler, through which he estimates that at least \$1,000,000 a day are being lost to the industry, had no place in this hearing. This contention is made in the face of the effort of the Carriers to show that they have practiced all possible economies and have applied for a wage cut only as a last resort.

We submit that the following observation of Senator Wheeler lays down the principle which must be applied here:

"To grant a wage cut at the time when savings sought to be effected could be effected if gross wastes were eliminated is to pamper and strengthen the very interests responsible for those wastes.

"This would be unfair not only to railroad labor but to the very owners of the property for whose sake it is said that the wage cuts should be made.

"It is high time that we attacked at the right point instead of permitting the evils to continue there at the expense of others who have no responsibility for those evils."

5. The Carriers also contend that it is improper in this hearing to submit or to discuss a program for the betterment of the industry.

This is an astonishing position for the Carriers to take, particularly in view of the appointment by the President of the United States of a special committee of six men, three representing the carriers and three representing the workers, only a few days before the hearings began. It must have been the opinion of the President that *now* is the time to consider any and all matters that may be of aid to the industry.

For the carriers to brush aside all proffers of aid from their employes and from eminent representatives of the government is stubborn perseverance in error, which must bring deep misgivings to all friends of the transportation industry. The confusion and dissension in their ranks last spring and summer defeated efforts on the part of the government to extend aid to the industry. They now seem bent upon pursuing the same course.

6. For three compelling reasons the persistence of the carriers in continuing to prosecute this effort to cut the wages of their men will inevitably lead to serious consequences:

- (a) Because, as the evidence in these hearings has conclusively shown, they launched this wage-cut without giving the matter the sort of consideration the workers are entitled to have them give it. The hasty, confused consideration of the whole matter was nothing short of indecent. The spectacle of the leaders of a great industry setting out to take away from their employes an average of \$250 per year per man with the most incidental consideration of the whole subject matter is enough to arouse the indignation not only of the workers but of the American people as a whole.
- (b) Because the leaders of the industry have, as shown by the evidence in this case, treated with apparent indifference the disclosures of the shocking facts made by the Wheeler Committee. How the heads of the railroads can have the temerity to ask their men to surrender 15 per cent of their earnings, in order to bring temporary relief to an industry which is daily squandering more than the men are asked to contribute, can never be justified in the minds of the workers in the industry, or for that matter, in the minds of the people of this country.
- (c) Because at a time when they are crying out for aid the leaders of the industry put aside with something akin to impudence the proffers of leaders both of government and of their men to cooperate with management in a program for the betterment and improvement of the industry.

To persist in this movement, under these circumstances, is to trifle with the vital interests of the railroad industry.

Respectfully submitted,

CHAS. M. HAY,
Attorney for the Eighteen Cooperating
Railroad Labor Organizations.



FINAL ARGUMENT BY CHAS. M. HAY, COUNSEL FOR THE RAILWAY LABOR EXECUTIVES' ASSOCIATION BEFORE THE EMERGENCY BOARD — OCTOBER 17, 1938.

The bare statement of the proposal under consideration here shocks the moral sense.

Let's take a straight look at it. It is not the proposal of bankrupt roads or other roads in financial distress to cut the pay of their men as a means of temporary relief; nor is it the proposal of all the roads to cut the pay merely of the better paid men. It is a demand made by all the roads, strong and weak, rich and poor, to slash the wages of all the men, from the engineer and conductor down to the sectionman who drives the spikes and lays the rails, at a mere subsistence wage. It is a proposal to cut the wages not only of the men regularly employed, but to cut the rate of the men who find work only part time.

To state it realistically, in terms of cold actual figures, taking my figures from the Retirement Board cast-up for last year, it is a proposal to cut the average annual earnings of the 1,298,451 men, which include all of the regularly employed and others attached to the industry, and dependent upon it for the support of their families, and earned last year an average of \$1,445 down to \$1,228.25, or \$102.35 per month.

Last year 74,754 sectionmen worked in each of the twelve months and made an average for the year of \$850. Their earnings would be reduced to \$722.50. 10,390 general laborers in stores, working in each of the twelve months earned \$1,109. They would be reduced to \$942.65. 17,130 truckers working in the full twelve months earned \$1,076. They would be reduced to \$914.60. 13,132 general laborers in the shops, working in each of the twelve months, earned \$993. They would be reduced to \$844.05. 11,415 crossing bridge flagmen and gatemen, working in each of the twelve months, earned \$926. They would be reduced to \$787.10. 8,748 extra gang men, working in each of the twelve months, earned \$889. They would be reduced to \$755.65.

Un-American Proposal

I need not labor the point here or anywhere in America, unless it be in the sweat-shops or the cotton-fields, or on rocky hill side farms, or in the tenement districts of crowded cities, or perchance, around the mahogany desks of Wall Street bankers, that such a proposal violates the American principle that all men are entitled to live not only in liberty, but in decency and comfort.

Rich Roads Lead Procession

But that is the proposal brought in here, not by the crippled and ailing roads only. No, not by them as the moving or leading spirits. The man leading the procession of presidents who passed in review here, pausing not long enough to hear the facts from the lips of their workers, but only to tell a tale of woe, was not Daniel Willard of the B. & O., whose road is struggling to avoid receivership, but Clement of the rich, powerful Pennsylvania Railroad. It's not in distress. It paid all its fixed charges and declared dividends last year and in all the years of its existence. The president of that road, employing 10 per cent of all the country's railroad workers, comes here asking this Board to levy a tribute of 15 per cent on its 121,323 (1937) workers, because, forsooth, the B. & O. and other railroads are in distress. And where will the \$28,050,000 levied by the Pennsylvania go? Not to the distressed roads, but to the Pennsylvania. It will help that road pay larger dividends.

A grouping of the roads according to their financial condition shows that 65.8 per cent of them are in sound financial condition, abundantly able to pay their expenses without embarrassment; that 24.3 per cent are in receivership and pending receivership, relieved of the pressure of interest demands, and that only 9.9 per cent are at this time problem roads.

No Common Fund Created

If the \$250,000,000 which the 15 per cent cut would take from the men were meant for a common fund, out of which weak roads might be helped, then, even if the cut were not justifiable, the request for it would be relieved somewhat from the stench of injustice which now nauseates fair-minded men. But look at the facts. Of the \$250,000,000, \$164,525,000 would go to the strong roads; \$28,050,000 to the Pennsylvania; \$8,550,000 to the Union Pacific; \$10,850,000 to the Santa Fe; \$5,700,000 to the Chesapeake and Ohio; and so on down the line. Only \$85,475,000 would go to the *distressed roads*. This will not solve their problems. It would not even wipe out their deficits. They would get the \$85,475,000, while their aggregate deficits for the fiscal year ending June 30, 1938, amount to \$237,115,547.

Proposal Conceived in Haste—Born in Confusion

This wage cut movement was launched within less than six months after the roads had agreed to the increases fixing the existing standards. It was conceived in haste and born in confusion. Searching inquiry has failed to reveal just how it started; who started it; but it has disclosed that the presidents of the great railroad systems did not, with any show of deliberation or mature judgment, weigh the basic elements involved in all wage adjustments. They didn't consider their

scale of wages in comparison with wages in other industries; didn't consider the quantum of service rendered by the men; didn't consider the possible, or probable, effects of a wage cut in this great national industry upon the wage standards in other industries, or upon the national economy, or the national recovery program.

"Left It to the Deck-Hands"

Mr. Enochs said they "left the whole matter to the deck-hands". *In other words, the pilot, the captain and all officers of the storm-tossed ship retired to the cabin and left the deck-hands in charge.* Is it possible, in the light of the testimony given here by eminent senators relating in summary the shocking disclosures of a searching investigation by a Senate Committee, that the presidents—many of them at least are only "deck-hands" taking orders from the captains in Wall Street!

Consequences to Standard of Living of Men

I submit that after representatives of employers have sat around the table and agreed with their men upon an increase in wages, a movement to slash wages should be most solemnly and carefully considered. All men know that, when workers get a wage increase, they and their families immediately go on the standard of living permitted by the new money coming to them. They begin to enjoy things long postponed. They contract obligations and accrue fixed charges. A cut means a lowering of the standards set following the increase. They are confronted with the most difficult task a family can face. It's easy to go up, but it takes courage to go down. Many a father has broken under the strain of family demands and disappointments following the loss of income.

Before the men in charge of the railroad industry make a demand upon a million men and their families to retrench, deny themselves pleasures and even necessities, face inability to pay their debts, they ought to weigh every fact, every possibility and come to this decision only as a last resort.

Carriers Unmindful of Obligation to Country

These men owe to the country a greater debt than they have seemed on this record to recognize. Here is an industry running, as Dr. Parmelee says, into every state, almost every nook and corner of the land; intimately tied up with every industry and form of social and industrial activity; vital to the country in peace as well as in war. It serves all industry and draws its life blood from all industry; and yet, in the face of all this, they come to a decision to cut wages without giving *any* consideration to the probable, or even possible, effect of such action on other industries. They fail to consider the general national economy at a time in our national history when they know what every American knows, that the country is committed to the improvement and maintenance of existing wage standards as a national policy. They know that we have rejected the old philosophy of low wages as a means of increasing buying power and promoting production activity, and have adopted the philosophy of higher wages, not only in consideration of the rights of workers, but of modern industry and society generally.

But presidents of great railroads came here confessing that they gave no consideration to this vital question. In the light of Senator Wheeler's testimony and of the towering bonded debt structure imposed on these roads, we are warranted in believing that it would not have been worth while for them to consider that question.

But whoever gave the word for an attack on the wage structure of the industry manifestly was unmindful of the national economy and the great national program for recovery and greater prosperity. They were, in our judgment, unmindful of the best interests of the railroad industry itself. Like the blind Samson, they destroy the pillars of the temple and bring the wreck down upon themselves.

Men Resisted Because They Knew the Facts

The representatives of railroad employees, knowing the kind and quantum of the service the men render; knowing also the status of wages in other industries and believing sincerely in the philosophy by which our whole national effort is being directed toward a better national well being, promptly rejected the proposal. They rejected it, not only because they knew that a wage cut would be unjust to railroad workers, but because they firmly believed then, as they believe now, that it would inflict injustice upon the workers and seriously menace the progress of business recovery.

Cut Would Harm Business

They knew what had happened when they suffered a cut in 1921 and again in 1932; that the cuts resulted not in more employment, but in less; not in stimulating production, but in retarding it. They knew that when men take a wage-cut they buy less; that when other workers take a wage cut or live in fear of a wage cut, they buy less; and that wage cutting retards buying generally and tends to produce a downward plunge of buying and of production.

Duty to Reject Proposal

I submit that if these men had consented to a wage cut, in any amount, they would have been false to their constituents, false to American workers as a whole and false to their country's leadership and national policy.

Issue Joined

So the proposal was conceived and launched, and so it was rejected and the issue joined.

The steps provided by law were taken, as has been related here. It was my privilege to sit through the direct negotiations and the mediation discussions. I heard the presentation of the Carriers' case, consisting only of the reading of the little gray book and the Splawn Report. *Not a railroad president was there and practically the only voice lifted in support of the proposal was the voice of Mr. Enochs.*

Earnestness of Men

I heard George Harrison, with a clarity, a logic and eloquence that would have done credit to any man, present the facts to the Carriers' Committee. He held back nothing; laid all of his cards on the table; challenged the representatives of the carriers to consider the character and quality of the work done by the men; the rates of wages in other industries; the trends in other industries; the great advances made in outside industries in recent years compared with the negligible advance in the wages of railroad workers. I heard him appeal to them with moving eloquence to consider the effect which a wage-cut in this great industry would have upon other industries and upon the labor relations in other industries; the blow that it would be to the national economy and the national recovery program; the tragedies it would inflict upon the workers. For nine days he laid before them facts and arguments of the most persuasive and conclusive character.

No President There

During all of these hearings not a railroad president darkened the door of the conference room; only Mr. Enochs and Mr. Mackay and the other "deck-hands" were in attendance. I charge that if the Railroad Presidents, Clements, Williamson, Holden, and the rest, had been there to hear and consider the facts, the arguments, and the principles of sound business and national policy which George Harrison laid before the committee of "deck-hands", we would not be here today. *I charge that the services of this Honorable Board have been made necessary by the hasty and ill-considered conception and promulgation of this proposal, and by the continued failure of railroad presidents to sit down across the table with these men long enough to come to a full understanding of the facts and render a considered judgment on them.* You members of the Board have seen what has gone on in this hearing room. You saw them march in here to tell their story and lend prestige and moral support to the presentation of the carriers' case, but what one of them has sat down to hear what the workers have had to say? They are, indeed, very busy men!

Case on Its Merits

But here we are. Now let us take a look at this proposal on its merits. Let us lay the facts that have been presented here alongside the principles recognized and accepted as proper in the fixation of wages.

As they approach a consideration of this proposal on its merits, the carriers are confronted with the fact that when measured and tested by the principles applicable in wage adjustments, they have only the same case for a wage cut today that they had for resistance of a wage increase last year. Indeed, in some respects, their case presented here is not as strong as the case they were able to present in August and October of 1937.

Accepted Principles

The accepted principles applicable in wage adjustments, according to all of the authorities, should be determined upon:

- (a) The kind, character and quality of the employment and the service rendered, taking into consideration the hazards of the occupation, the responsibilities assumed and efficiency required.
- (b) The relation of wage standards in the industry under inquiry to those prevailing in other industries making comparable requirements of their workers.
- (c) Changes in cost of living since the last wage adjustment was made.

These have been accepted by arbitration boards and other authorities having to do with the fixing or adjusting of wage standards.

Quality of Work Done

Let us first consider the evidence with respect to the character, quality and quantum of work done and service rendered and the extent to which it calls into play experience, skill, subjection to hazard and kindred elements.

Description of Work

Specialized skill and training, not obtainable in other industries or employment, and not usable in other employment, are essential to railway service. There is also a pronounced and continuous responsibility not found in outside employment and, in addition to this, railroad work stands near the top in hazardous occupations. The hazards of railway em-

ployment are indicated in the fact that since 1914 more railway employes have been killed on duty than our country lost in officers, army nurses and enlisted men killed in action during the World War. Since the Interstate Commerce Commission first started publishing the number of employes killed in railway service, which was in 1888, there have been three times as many railway employes killed on duty as we lost, killed in action, in the World War. The number of employes injured from 1929 to 1936, namely 209,642, exceeded the number of our officers, army nurses and enlisted men wounded, but not mortally, during the World War.

Employees Are the Railroad

There is probably no other industry where the employes, in the public view point, so fully represent the industry itself. For the overwhelming portion of the public the railroads *are* the employes and the minor officials, whom the public knows, and with whom the public deals and has direct contact. A courteous or a grouchy ticket agent, conductor, freight clerk, station agent, or trainman means a courteous or a grouchy railroad in the eyes of the public. The treatment received from these representatives of the railways today, goes a long way in determining what form of transportation the public will choose tomorrow. This is a factor of growing importance, since there is no longer a monopoly of transportation by the railways as was once the case.

Notwithstanding any and all investments in roads and equipment, the ultimate achievement of safety rests upon the coordinate function of the railway employes as a whole, who, in the final analysis, actually run the railroads. Boards of Directors may assemble in solemn conferences, bankers may weigh seriously the financial wisdom of this and that investment, managers may issue many and far-reaching orders, factories may produce longer lasting and more durable materials and equipment, but, in the final analysis, railway men operate the railways.

To begin with, *track and bridge men* build and maintain the tracks and bridges; *shop men* build, service and maintain the equipment; *dispatchers* and *telegraphers* transmit, transcribe and deliver train orders; *train and enginemen* operate the trains; *signalmen* maintain the signals; *station agents, ticket agents* and *freight clerks*, see that persons and property are correctly routed; *clerical forces* keep and maintain the records and accounts; and, in short, railway workers do the actual railway work.

The safety and security of every passenger, as well as every dollar represented in freight and equipment, depend on the efficient coordination of effort put forth by railway employes as a whole once a train is put in operation.

Interdependence

I emphasize here the interdependence of the industry in its entirety. Failure of shop men properly to service the locomotives and cars; failure of dispatchers and telegraphers to transmit, transcribe and deliver orders; failure of trackmen properly to build and maintain the tracks and bridges in safe and suitable running order; failure of signalmen to keep block signal and electrical devices in proper working order; or failure of the train and engine service men to observe train orders, speed limits, time card provisions, block signals and other operating restrictions and regulations—in short, human failure on the part of any one of the various classes of railway workers, may mean loss of life and property.

It is not enough that one class or group be capable of meeting its responsibilities. Railroads are not, and cannot, be run that way. It is not enough that some of the workers be efficient all the time, or that all the workers be efficient some of the time. The interdependence of functions, requirements and responsibilities, makes it absolutely necessary that each and every cog in the entire machine must work smoothly and in perfect coordination every minute of all the 365 days in the year.

As long as the human element constitutes such a major and important part of the railway transportation industry it will, therefore, be vitally essential to safe and efficient operation that a high and specialized degree of skill, character, intelligence, and responsibility be possessed by these employes.

Workers Not Subject to Supervision

Railway workers cannot be subject to constant and continuous supervision under the immediate observance of railway officials. They must be able to think straight in emergencies, to stand on their own feet, and reach sound and rational conclusions when necessity for this presents itself, and must be relied upon as trustworthy, dependable, clear-headed workers at all times.

Tragedy in Background

If this description of railway work sounds like romance, let it be recalled that tragedy lurks in the background as the penalty for incompetence, inexperience, or indifference; and we venture to assert that no representative of the railway will challenge the accuracy of this outline of duties, requirements and responsibilities, nor call it an exaggeration.

Increased Service Performance

We have shown the elimination of large numbers of workers on the one hand, and the increased service performance and responsibility of the workers left in the industry on the other hand as the result of technological improvements. We have shown that in the last 18 years there has been a constantly decreasing number of men regularly employed or engaged in part-time employment in the country; that some of the reduction of force has, of course, been due to a decrease in the volume of gross business, but a large part of it has resulted from the introduction of larger engines and cars, longer trains and numerous labor-saving devices. These enlarged equipment units and labor-saving machines have inflicted upon tens of thousands of men unemployment and part-time employment, and have imposed upon the men remaining in the industry larger responsibilities and greater efficiency in the discharge of their obligations to the industry.

Force Cuts Reduce Labor Costs

By the elimination of workers the industry has greatly reduced the labor cost. The men, once proud railroad men, but now walking the streets and looking for jobs or registered on relief or on work relief rolls, have paid the price. The industry, by eliminating them, has compensated itself for its investment in large equipment units and labor-saving devices. As Dr. Parmelee suggested, the industry does not have to deal with them any more. No, the industry has turned them over to Harry Hopkins and other administrators of relief agencies, but the industry has to deal with the men remaining; and one of the questions confronting this Board, in the light of the evidence in this case, is *how* to deal with the men who are left in the industry. What consideration should be given to the positions they are placed in as a result of technological improvements.

Vital Social Question

Here is a question in which the whole country is, or should be, interested. One of the great questions we have to solve for the nation is what allowance shall be made to labor left in industry as a result of technological improvement. This Board has an opportunity to make a great contribution to the national thinking on that question. Up to date we have not kept pace in our social and ethical thinking with the progress of mechanical and scientific development. We have learned how to produce things, but we have not learned how to pass them around. The result is that we have the ironical picture of hunger in the midst of plenty, groaning warehouses and granaries on one side of the street and hungry men and women on the other. As Stuart Chase epitomized it, we have the spectacle of too much wheat, but not enough bread; too much cotton, but not enough clothes; too many hogs and cattle, but not enough meat, etc.

Board's Opportunity

It would be nothing short of a positive disservice to the nation for any Board passing upon the question of value of the services of men left in an industry, which has eliminated millions of men because of technological developments, to make a finding which could be construed into a failure to recognize that the men who operate the machines which have displaced large numbers of men are entitled to share in the increased production which the machines make possible.

The country might welcome a formula suggested by this Board for the solution of this problem.

History of Wage Structure

The evidence in this case shows that a Government Board in 1920, when there were two million men in regular employment in the industry, fixed wage standards at approximately the same figure at which they are today. A reduction of 15 per cent would bring the wage level below that fixed in 1920 by almost a like percentage, by at least 8 per cent according to the figures submitted by the carriers themselves. It would bring it below any intervening year except 1932. I shall not take time to review in detail the evidence of increased performance and output per man, per hour of work, per dollar of compensation. The figures are before the Board and you have taken due note of them. I submit that, appraised by the measure of the responsibility assumed, the traffic units handled per man, the character and quality of service rendered, railroad wages are today at as low a level as they have been in 18 years.

Wages Agreed To

The wage rates in effect today must be held reasonable not only upon the considerations I have just mentioned but in the light of the fact that they are wages fixed by the voluntary agreement between the carriers and the workers. These wage standards have been in process of development since 1916. The wage rates in effect in 1916 and before were found by Government authorities, and admitted by eminent railway men, to be unconscionably low. After thorough and searching investigations they were step by step raised and, in 1920, a Government Board, acting in the light of the facts developed in the investigations between 1917 and 1920, established the first well adjusted and comprehensive wage structure for the entire industry. While there were decreases in 1920 and 1921, the wage levels were, from 1923 until 1937, moved slowly upward, with no interruption except the wage deduction of 1932. All of the advances in the wage levels were accomplished either by decisions of arbitration boards representing the judgment of disinterested parties, or by voluntary agreements

between management and men. The wage standards, therefore, in effect last year, when the conferences were entered into in August and October, were standards worked out by arbitration and by agreement. No authority had forced the wage rates then in effect upon the railroad industry. As they then stood they had the stamp of approval of management, as well as men, as fair to the industry. So they were in 1937 when the negotiations began. When the negotiations ended the wage rates then fixed were voluntarily agreed to rates. No force, civil or military, imposed these rates upon the railroads. I do not charge that their demand for a wage cut now is a violation of a contract upon which any action might be prosecuted, but I do say that the rates in effect today are rates established pursuant to investigation, inquiry, testing, reasoning and the application of considered judgment.

Being so determined, they must be held to be fair to the industry.

Wages In Other Industries

Another accepted principle to be applied in the determination of wages is the comparison of wage rates in the industry under inquiry with rates in other industries in which comparable requirements are made of workers. Tested by this standard the rates in the railroad industry must be held reasonable and more than fair to the carriers.

Kaplan's Study

I am sure the Board will agree that the most intelligent study of wages in other industries that has been presented to the Board was that made by Mr. Kaplan. He studied wage rates in the railroad industry alongside rates in other industries from every angle.

Average Hourly Earnings

In order to arrive at the closest possible approximation of the average rates prevailing both in the railroad industry and in other industries, he studied the average hourly earnings. He explained, and rightly so, that it is only by this method that the rates can be determined and that it is the wage rate which, on the one hand, measures the value which industry places on labor and, on the other hand, measures the cost of labor to industry. He made an exhaustive study of wage rates in all industries for which data were available. Pursuant to a most intelligent analysis, he presented the exhibit which stands before you now, showing that in practically all of the major industries which are properly comparable to the railroad industry in the demands made upon the workers for intelligence, experience and skill, the rates are from 5 cents to 15 cents per hour above those prevailing in the railroad industry. These industries include most of the great industries from which railroads buy their supplies and help to make possible the rates paid in those industries.

Wage Trends

His study of wage trends starting not only with 1920 as the base year, but with 1914, 1929, 1933 and 1936, shows that the advancements in wage rates from any one of the years were greater in other industries than in the railroad industry.

Wage Rise and Fall

His study points out this most significant and important thing, namely, that railroad wages, while slower to fall than wages in other industries, have been slower to rise and that reductions in the railroad industry have uniformly led to still further reductions in outside industries. This fact supplies most impressive proof of the contention that we make, that *a cut in railroad wages today will, in all human probability, lead to a cut in other great industries.* A cut in this industry will be an invitation to other industries to follow the railroad industry downward just as they followed downward in '21 and '32. It will be, indeed, and invitation to the business of the country to take another nose-dive.

Average Yearly Earnings

It is true that the average yearly earnings of the men regularly employed in the railroad industry are slightly above the level of the average yearly earnings in most of the industries; but the yearly earnings furnish no measure of the wage rates, inasmuch as there enter into the determination of annual earnings not only the element of rates, but of time worked. Due to the fact that the railroads must operate every hour of the day and every day of the year, including Sundays and holidays, the men engaged in regular employment work somewhat longer hours than in other industries.

Irregularly Employed Men

While regularity and steadiness in employment are elements which may be taken into consideration in determining the fairness of wages, such elements cannot operate to the advantage of *irregularly* employed men. To this group, shown by the Railroad Retirement Board analysis to constitute a high percentage of men who furnish service to the railroads, the *wage rate* is of vital importance. It is bad enough for a worker to have only part-time employment; it is worse when that employment is at a low wage rate. The existing rates in the railroad industry are such as to permit those regularly employed in the industry in the groups with the higher wage rates to earn a decent living. They are much too low to enable

the lower-paid groups to have anything more than mere subsistence. Any further lowering of the rate would be accompanied with tragic consequences to these lower-paid, regularly employed men, and to those only having part-time employment. The Board, throughout the consideration of this case, must remember that this is a proposal to cut the wage rates of *every man*, whatever the number of hours or days worked during the year. For these men *tragedy lurks in the background of this proposal*.

Railroad Labor Distinctive

As I have heretofore pointed out, the railroad industry and railroad work are so distinctive as that a comparison of work or pay for work in the railroad industry with work and pay for work in other industries must be both misleading and unsatisfactory. There is no industry requiring such service as is rendered by men in the Train and Engine group; there is no industry upon which such demands are made for care, skill and high efficiency for the protection and safety of human lives. If the railroad industry paid the highest wage rate and enabled its employes to earn the highest average annual earnings of all wage earners in America, the rates and earnings would be justified by the heavy responsibilities imposed upon them and the high character of service demanded of them.

Comparisons With Farm Hands

It is nothing short of an insult to railroad workers and to the intelligence of this Board, for gentlemen to come here with tables and charts presenting a comparison of wages in the railroad industry with the wages of farm-hands, laundry workers, textile workers, the incomes of farmers and the per capita income of all the people of the country. This study, as presented here by Dr. King, reflected no credit upon him, or the institution with which he is connected, or the industry which hired him and brought him here. He went so far as to present the results of investigation of the National Resources Committee of the distribution of the incomes of American people. He climaxed his presentation with tables showing, in one column, the per capita income of all the people; of every race, color and creed; men, women and children employed and unemployed and, in the adjacent column, set forth the average annual earnings of regularly employed railroad men. He wasn't fair enough to present the per capita income of railroad workers' families.

I know that the explanation was made when we confronted them with the iniquity of this Exhibit that it was meant only to show trends, but I know also that it was an attempt to display to this Board and to the country the alleged fortunate condition of railroad workers in comparison with the people generally.

National Resources Committee

I understand it to have been the purpose in causing the National Resources Committee investigation to be made to find out the truth about the distribution, or maldistribution, of the incomes of the American people, to ascertain what proportion of the people are suffering from all too meager incomes, in the hope that something could be done to right their wrongs. I am confident that if it had been foreseen that any respectable American industry would seek to capitalize the distresses of millions of people into an argument in favor of bringing better-paid workers down toward the level of those on starvation wages, no such inquiry ever would have been made. I came from the farm. I know how the poor live out in the valleys of America. I have seen the pinched faces and the under-nourished bodies of men and women who eke out an existence in many parts of our land. I realize that one of the great tasks confronting us today, if we are ever to realize the dream of our fathers for a land in which every man should live in decency and comfort, is to bring to these people a fair chance to come into the heritage which we call America. If it is the purpose of the leaders in the railroad industry to drag railroad employes and other workers in the land down toward the level of the underfed and under-nourished millions, then they are going about it in the right way. This wage cut presents a challenge to every true, red-blooded American who believes in the realization of the American concept of human rights and liberties by every man.

Railroad Workers Accept Challenge

Railroad workers have accepted that challenge and they stand before this Board with the sincerity and earnestness of real Americans fighting for their rights and for the preservation of American ideals.

The carriers' case today is practically identical with their case in 1937. Other industries have the same wage levels as then. No great industry has cut wages since 1937 and no other industry is endeavoring to lead the procession down Wage Cutting Alley. I charge that the only threat to the wage structure of the country today is the threat presenting its ugly front in this hearing room. The most serious threat, not only to the wage structure and the buying power of wage earners, but to the whole industrial system and economic structure today is this hastily conceived, ill considered and indefensible proposal under consideration.

The Cost of Living

Just as the railroads cannot make a case for a wage cut by comparing the quality of service, or the wages prevailing in other industries with the service rendered and wages prevailing in such industries last year, so they cannot make a case by the test of change in the cost of living. That is substantially the same today as it was in 1937. There was no purpose

to be served by Dr. King's carrying us back, over the index route, to 1929 and on back to 1917 and 1918; no purpose to be served in determining how many more sateen petticoats and how much more muslin underwear can be bought with the dollar today than with the dollar of 1918. We have here a case which, so far as the cost of living is concerned, must stand or fall upon a study of the cost of living now compared with a year ago. I shall go no further than to repeat that there has been no substantial change and, by the application of the cost of living test, the carriers' case must fail.

I repeat also that the most tragic aspect of the cost of living results from the fact that by agreeing to a wage increase last year the carriers invited the million railroad workers and their families to step up to a higher plane of living than they had enjoyed before. These honest, loyal people, true to American instincts and yearnings, accepted the invitation and entered upon a more abundant life. Now within six months from the day they extended that invitation they are here asking this Board to recommend a cut, which will not only take from them what they voluntarily gave them last year, but which will reduce them to a level below that on which they have been permitted to live since the wage deduction was restored in 1935.

Fixed Charges of Workers

This hearing room has been deluged with tears shed over the fixed charges of the railroads. Out in the section houses, the humble cottages, the modest apartments, and the well nigh uninhabitable shacks of railroad men all over this land, there are good men and women, who also have fixed charges. Protesting against the pinch of poverty, struggling to shake off the shackles riveted by low wages, they have gone beyond their means in trying to enjoy something of the sweetness and richness of American life. They have contracted debts; they have interest to pay; and now, because the Rutland Railroad is busted and the B. & O. can't pay its fixed charges, the Pennsylvania Railroad struts in here and asks this Board to recommend that thousands of railroad workers be reduced to a state of hopeless insolvency and the heartache and the humiliation of utter bankruptcy.

Small Wonder Workers Spurned Proposal

In the light of this inhuman procedure, does this Board wonder that George Harrison and his associates promptly and emphatically declined this proposal; that the General Chairmen on the lines, every one of them, spurned it; that at the end of negotiations, when only the gray book was perfunctorily read, they turned it down.

Does the Board wonder that they refused to arbitrate? I charge that a proposal to undermine the living standard of a million workers of America, to reduce thousands of them to a level below the relief workers of the country, to force tens of thousands of them to a starvation level, is not a matter for arbitration. Just as no red-blooded American worker would arbitrate a question involving the virtue of his wife, or the honor of his household, so no such worker should arbitrate a question involving the right of his wife and children to have their daily bread.

Proposal Can Stand on No Accepted Ground

This case cannot stand, therefore, upon any of the accepted grounds upon which all wage adjustments should be determined, indeed, the carriers have made no respectable effort to rest their case upon these grounds. For hour after hour after the case opened more than two weeks ago, this Board heard not a word about wages, or the wage structure. Dr. Parmelee occupied the witness stand for more than two days with a maze of figures, actual figures and adjusted figures, charts, graphs, tables, red ink and black ink, apparently proceeding upon the theory that "if you can't convince 'em, confuse 'em", but never a word about wages.

Finally, with solemn mein and professorial tread, Dr. King took the witness stand. He had assumed the unenviable job of making an attack upon the wage structure of the railroad industry. I shall not offend the ears of this Board by any prolonged discussion of Dr. King's miserable performance. Suffice it to say that his exhibition reflected no credit upon himself, or the institution with which he is connected, or the industry which hired him, paid him and presented him here. As the distinguished Statistician, Mr. Bowley, charged that the National Economic Bureau was rendering a disservice to honest statistics by circulating his book, so I charge that the carriers, in presenting him here, rendered a disservice to this Board and brought discredit upon themselves.

Proposals Stand on What Ground

Having laid this hastily conceived and ill-considered proposal before the Board in its hideous nakedness and having found that it cannot rest upon any of the accepted grounds applied in wage adjustments, let us look further to determine whether there is any sort of reason, justification or excuse for its having been brought in here at all.

Ability to Pay

The Carriers seem to make a sort of hybrid plea of inability to pay. They do not stand flat-footedly on that doctrine, apparently realizing that, treating the industry in the institutional sense they dare not do it. They know that their own figures show that the industry, as an industry, is able to pay. They know also that in no tribunal is the doctrine of ability to pay accepted as a proper element in the fixation of wages.

They are not asking this Board to weigh the condition of the industry as an institution. They want you to determine this case upon a consideration of the financial condition of the *most distressed members of the industry*. What a spectacle they have presented! Here come the Pennsylvania Railroad and the Southern Pacific representing themselves and other rich, powerful railroads pushing into the forefront all of the cripples, the bankrupts, and the ailing, pleading with this Board to recommend a wage cut for them upon the ground that these, their weaker brethren, are in distress. They would, forsooth, have this Board recommend a scale of wages for the entire industry which only the bankrupts or the near bankrupts can afford to pay. Only a leadership bankrupt of all sense of justice and fair dealing could make such a plea.

Present Bad Business Conditions

Unable to stand upon any of the grounds I have discussed, even upon the unsound ground of inability to pay, the Carriers finally seek to rest their case upon a consideration of the business trends of 1938, the dropping off of gross business and the losses sustained by the Carriers in the first six months of 1938. Let us look, first, at what their actual situation is now with respect to labor costs, particularly compared with 1937. They granted increases, as I have said, in August and October and before the ink was dry on the agreement increasing wages of the fourteen non-operating groups they began to lay off men. They slashed the wage bill so successfully that the aggregate bill in September was less than it was in July. This slashing has continued with the result that they have reduced the wage bill by \$27,940,193 for the month of July of this year below July of last year. In brief, they have reduced the aggregate bill by an amount in excess of the total amount of the increases granted last year. Not only that, but immediately after the wage increases were granted, they hurried to the Interstate Commerce Commission and finally secured freight rate increases which again compensated them for the increases in wages.

February Business

They started this movement as a result of the severe drop-off of business in February of this year and notwithstanding the fact that business has steadily increased since February and has brought gross revenues in the first week of October up to within 8 per cent of the gross revenues for the first week of October last year, they come in here as late as Saturday, insisting that they are still on the downward trend, while actual carloadings and actual dollars brought into their treasuries tell the story of constant and gratifying increases. Dr. Parmalee undertakes to adjust the figures down to the level of February. *Even though the railroad industry might get rich in every branch of it before this Board renders its decision, you can depend on Dr. Parmalee to adjust it into bankruptcy.*

REASONS FOR OPPOSITION

In summary of what I have said, and for additional reasons which I now mention, we stand unalterably opposed to this wage cut:

Unjust To Workers

(1) We oppose it because a cut would be grossly unjust to workers; would exact service from them for which no fair and adequate compensation would be paid; would force them to step down from the standard and plane of living to which the railroads have heretofore invited them by agreeing to wage increases; would subject a million railroad workers and their families to embarrassment, hardship and humiliation; would decrease their buying power; render them less valuable to the industry, to business generally, and to the communities in which they live.

Wage Cut Would Violate Sound Social Policy

(2) We oppose it, in the second place, because a reduction in the existing wage standards would reduce the wages below a fair measure of the value of the service rendered by the men now engaged in the industry.

Would Harm Railroad Industry

(3) We are opposed to this wage cut in the third place because it would be of positive and devastating harm to the railroad industry itself. He is both blind, and deaf and dumb—dumb in thought as well as in speech, who does not know that a wage cut in this great national industry so intimately tied in with and serving and affecting every industry of the land, building the whole industrial structure of America together in web-like fashion, would inevitably lead to wage cuts in other industries; diminish the buying power of the entire working population of the country; create uncertainty and uneasiness on the part of the buying public, thereby slowing up production and diminishing the demand for the services of the railroads and forcing a great reduction in their gross revenues.

The primary need of the railroad industry is gross business. Whoever and whatever discourages general business, diminishes the gross business of the railroads.

We are here to prevent railroad presidents and railroad bankers from striking a deadly blow at the business of the country and bringing disaster upon the railroad industry.

Wages Not Source of Railroad Problems

(4) We oppose this wage cut proposal because, as the evidence in this case abundantly shows, wages are not the source of the industry's problems, and reduction in wages will not solve them. Whether a wage cut be put into effect or not, approximately 68 per cent of the roads will continue solvent and comfortably sound. Twenty-three per cent will continue in bankruptcy and about 9 per cent will struggle along trying to keep out of bankruptcy.

Existing wage rates are not distressing the solvent roads, or the roads in receivership. The only roads which will have any concern with the wage rate are the 9 per cent which Mr. Harrison has characterized as the problem roads. Many of them ought to go into trusteeship for the purpose of re-organization. Some of them are long over-due at the Bankruptcy Court. Following the enactment of the amendments to the Bankruptcy Law and the passage of the Emergency Transportation Act, which, in positive language, sought to encourage re-organizations of over-burdened railroads, many of them took advantage of the new law and went into trusteeship and are still there, and others ought to take the same course.

Wages and Receiverships

In my opening statement I reviewed the record of receivership mileages in their relation to the wage structure. I pointed out that in 1916 there were 34 thousand miles in receivership, that practically without exception, as wages went up, receivership mileage decreased, and as wages went down, receivership mileage increased.

It is arrant nonsense to talk about wages driving these roads into receivership. Most of them now in receivership have had the *receivership habit*, not induced by wages, but by other causes, known all too well to these men engaged in the industry. In the light of the shocking disclosures of the Wheeler Sub-Committee, it would appear that many of these roads have been, again and again, in receivership as a result of the receivership racket run by high financiers, internationally known bankers and fancy-priced lawyers. We have had the sordid story told here, as illustrative of what has been going on in the industry, of the receiverships of the Milwaukee and the Missouri Pacific. Within the last twenty years both have been in receivership twice and both are still in. Both went in as a result of the debt and fixed charge burden, and both came out with larger bonded indebtedness and debt structures than they went in. Both paid unconscionably high commissions and fees to bankers and lawyers, and both sank back into receivership within a few years after they first came out and again as the result of the debt and fixed charge burden.

That's the sordid story; but in the face of that and stories like that, known now to all the country except apparently to the President of the Association of American Railroads, the railroad industry comes in here, speaking through the lips of railroad presidents, and the President of the Association of American Railroads, to tell this Board that wages are the cause of their grief.

Wage Cut Would Deter Needed Reforms

(5) We oppose the wage cut in the fifth place because the recommendation of a cut would deter the railroad industry from sincere and vigorous efforts to set their house in order by the correction of such shocking abuses, wastes and extravagances as Senator Wheeler gave in summary for the Committee. He cataloged, as you will recall, some twenty specific sources and causes of waste and extravagance. He said, under the obligation of his oath and his standing as a distinguished member of the Senate of the United States, charged with the duty of searching for and disclosing the facts, that in the railroad industry abuses are permitted and practiced which result in a preventable loss to the industry of at least a million dollars a day.

Shocking and astounding as his disclosures were, a spectacle was presented the following day which should bring even deeper grief and humiliation to every man connected with the railroad industry and to all friends of the industry. There appeared before this Board the man who has not only been a railroad president, but who is now the president of all the presidents, the man who stands at the very top and peak of the railroad industry. This spokesman and ambassador of that industry to the country, the man of all men charged with responsibility of keeping the industry in every line and department clean and honest and efficient and of highest service to the country, sat here and confessed that he had given only such attention to the investigation and disclosures of the Wheeler Committee as any headline reader of the newspaper would give; that, in fact, he only *casually* considered the whole matter.

I say to this Board in solemn earnestness, and I speak now not as the representative of these men, but as a citizen of a country, dependent for high service upon the railroad industry in peace and in war, that I heard the testimony of Mr. Pelley with a heavy heart and reflect upon it with deep misgivings for the future of the railroad industry and the country.

In the light of the facts revealed here by Senator Wheeler, this Board would be justified in lashing from this hearing room with a whip of scorpions every railroad president who sits here, commanding him, in the name of common fairness and common decency, to rush back to his industry; stop its wasteful and extravagant practices; make an end of its receivership rackets; cut down the top heavy debt structures and fixed charge burdens; abolish their blood-sucking holding companies, clean house honestly and thoroughly and then, if they are still in distress, come back to talk about wages.

Wage Cut Inconsistent With National Policy

(6) We oppose the wage cut in the sixth place because it is inconsistent with our present national, social, industrial and government policy. The leadership of the country at this time has discarded the old philosophy of low wages, bottomed upon the theory that low wages encourage more employment, more widely distributed buying power and, through that, increased production, and is committed to the philosophy of higher wage standards resting upon the theory that the maintenance of such standards is essential not only to the realization by workers of the American ideal of a decent and comfortable living, but as essential also to the creation of wide markets for the products of modern industry.

It was charged here in the opening that this movement to cut wages in the railroad industry is the result of a nationwide conspiracy entered into by great industrialists to slash wages. I do not assert that that is true, but I do know, as everyone knows, that during the course of all the magnificent efforts made by the present administration and by liberal leaders in business to promote recovery and greater prosperity, there has been stubborn resistance on the part of certain reactionary industrialists, and *that they have been responsible for the failure of the present program to accomplish the results hoped for by everyone*. There are still those who adhere to the old low-wage philosophy. Whether railroad leaders have entered into any conspiracy with reactionary industrialists to return the country to the adherents of the old philosophy or not, they are wittingly or unwittingly rendering them invaluable service. All the talk we have heard in this case about wages in 1916 would seem to indicate that there are those in the railroad industry who would restore the unconscionable 27 cents per hour level of that day.

If this wage cut can be put over, then the reactionaries and low-wage philosophers are on their way. I charge that success in their enterprise would mean the destruction of modern industry. How can the automobile, the radio and kindred industries hope to prosper except in a land of fair and just wage standards? How many automobiles are there in China? How many in Russia? How many in India? Let the low-wage adherents and philosophers move to China and realize their fondest dreams.

Position of Workers

I am authorized by the representatives of 800,000 railroad workers of America to say that they stand upon the American concept that each and every man is entitled to the right of life, liberty and the pursuit of happiness; that the right to pursue happiness means that every man shall have a fair chance to acquire the things that make for comfort and for happiness; that we stand loyally back of the leadership of the country which is dedicated to the realization by all men of the American ideal; that we resent and denounce efforts from whatever source or from whatever motive they may spring, calculated to retard and defeat the national effort now so earnestly and zealously made and the fulfillment of the program now so well under way.

Would Interfere with Working Out National Transportation Policy

(7) We oppose this proposal because a wage cut would seriously and perhaps fatally interfere with the working out of a comprehensive national transportation program now so desperately needed by the railroad industry and by the country as a whole.

The pressing of this wage cut at a time when the industry and the country are ripe for the formulation and promulgation of a great national transportation policy is most disappointing and distressing indeed.

It is sad to realize that at a time when the government wants to help the railroads and workers want to help them by getting all heads together, representatives of government, management and men, to work out a national transportation policy and program, the representatives of the railroads come forward only with a plan for a wage cut!

As these hearings progressed and one president of a great railroad after another appeared, I am sure the Board must have listened anxiously for some word from some railroad president giving evidence of some constructive thinking and planning on the part of the leaders of railroad management, looking toward the development of a transportation policy and program. But, you listened in vain to Clement, Williamson, Holden, Scandrett, Donnelly and Norris. They told their tales of woe with varying accents and inflections but not one contributed one word or syllable in explanation or support of any national policy or program. They came here bankrupt of ideas and plans. They were only "voices crying in the night with no answer except the echo of their wailing cry."

It must have been refreshing, indeed, as it is a source of pride in the heart of every railroad worker, to listen to the testimony of George M. Harrison. Finally a railroad industrial statesman spoke. He came with an understanding of the railroads' problems and needs, but he came with plans for a solution of their problems, and a remedy for their needs.

In summary:

Attack on Competition

(a) He proposed an intelligent attack upon competition. He pointed out the mistakes the industry had made through the years of developing competition by running in reverse form. They sought to meet small, light, fast and frequent moving units of transportation by building bigger engines, larger cars and longer trains, running them at less frequent intervals. He proposed that the industry now enter upon a program which should have been entered upon years and years ago; a program calling for lighter, faster, more frequent units of transportation designed to accommodate the needs of the people now largely patronizing busses and trucks. He might have said that as air-conditioning and streamline trains have brought more people back to the rails, so a continuation of efforts along that line in both the freight and passenger service will bring more passengers and freight to the rails.

(b) In order further to secure for railroads fairer competitive opportunities, Mr. Harrison proposed a comprehensive national transportation policy which would provide for adequate control of all forms of transportation, — land, air, rail, water, — so as properly to relate all forms of transportation to each other and secure for each a fair, square deal and provide the finest possible general transportation system for the country.

Revision of Rate Policy

(c) He proposed a revision of the rate policy to provide for a stabilization of rates so as to enable the industry in prosperous times to lay up fat against the lean depression years, thus avoiding the demand for increased rates when industry generally is less able to pay higher rates.

In the course of these hearings we have finally learned why the railroads have maintained what seems to us inexcusable capital structures; why they fail to maintain sinking funds and retire their bonded indebtedness. Judge Fletcher has given us the reason. *They keep the debt structure up in order to keep rates up.* Notwithstanding the injustice to the public, this policy, from the railroads' standpoint, might have been excusable in the days when railroads had a monopoly. It is utterly inexcusable and indefensible from any standpoint now. In the light of Judge Fletcher's statement, we are warranted in the assertion that, if the railroads had adopted a sound policy with respect to debt retirement in their prosperous years, they would have been able to reduce rates so as to cope all the more successfully with competition. With what possible toleration or sympathy can any honorable board look upon an appeal for a wage cut in order to meet competition, or for any other purpose, when they stand confessing in this record that they are keeping rates up deliberately and by so doing have incapacitated themselves to meet competition.

(d) Mr. Harrison further proposed that the roads be re-organized so as to set up in their capital structures a sounder relationship between proprietary and borrowed capital. Realizing, as stated by Jerome Frank in his recent speech, and as Monseigneur Ryan stated in his learned discussion before the Board that interest charges have been crushing the industry, he proposed a sensible plan of relief from that burden.

(e) He also proposed limitations upon their right to declare dividends so as to prevent a recurrence of what happened in 1930 and 1931; namely, the distribution of dividends in such huge amounts as to drain their liquid assets and leave the roads helpless through the following depression years.

(f) He further suggested that it would, doubtless, be found wise to make certain consolidations in the interest of more efficient and economical transportation, but such consolidation should not be made without fair and adequate protection of the labor displaced by the consolidations.

Time Ripe To Move Forward

(8) We oppose this wage cut because we are committed to the unshakable belief and conviction that now is the time for management and men to move forward intelligently and aggressively to work out a great comprehensive national transportation policy through the cooperation and aid of the government. The President has appointed a committee representing both management and men and has appealed to them to get their heads together, think together, work together, for the purpose of coming up to the next Congress with some considered judgment of transportation needs and some intelligent plan for recommendation to Congress. The President wants to help the railroads; and wants management and men to get together and help him help the railroads. Senators Wheeler and Truman want to help the railroads. Senators and Congressmen all want to help the railroads and they want management and men to get together *and help them help the railroads.*

With this attitude of governmental leaders from President down through the Senate to the humblest Congressman that speaks for a constituency in America, with Labor standing here pleading with management to join with them in helping to work out a program, what an unspeakable tragedy, what incredible folly it is for railroad presidents to fling into the faces of their millions of employees a wage cut demand which upon the facts of this record and under the circumstances can be nothing short of an insult. They are now biting the hands that would feed them.

By confusion and division in their ranks last spring and summer they defeated the efforts then being put forth by government and labor to bring some aid to distressed roads. Must the country witness another such spectacle in the days that lie ahead? The answer is up to the railroads.

REPORT OF THE EMERGENCY BOARD TO THE PRESIDENT

APPOINTED SEPTEMBER 27, 1938
UNDER SECTION 10 OF THE RAILWAY LABOR ACT

IN RE

ATCHISON, TOPEKA & SANTA FE RAILWAY AND OTHER CLASS I RAILROADS, COMMON CARRIERS, ENGAGED IN INTERSTATE COMMERCE, AND CERTAIN OF THEIR EMPLOYEES REPRESENTED BY COMMITTEE OF EIGHTEEN COOPERATING LABOR ORGANIZATIONS AND THE BROTHERHOOD OF RAILROAD TRAINMEN

LETTER OF TRANSMITTAL

Washington, D. C., October 29, 1938.

THE PRESIDENT,

The White House, Washington, D. C.

Mr. President: The Emergency Board appointed by you on September 27, 1938, under authority of the Railway Labor Act, to investigate and report concerning a dispute, or national wage reduction controversy, existing between the Atchison, Topeka & Santa Fe Railway and other class I railroads of the country and certain of their employees, has the honor to report herewith its findings and recommendations based upon the matters submitted by the parties.

The Board has not formally adjourned, and its members await your further pleasure.

Very respectfully,

WALTER P. STACY, *Chairman,*

JAMES M. LANDIS, *Member,*

HARRY A. MILLIS, *Member,*

REPORT OF EMERGENCY BOARD APPOINTED SEPTEMBER 27, 1938, UNDER SECTION 10 OF THE RAILWAY LABOR ACT

In re: Atchison, Topeka & Santa Fe Railway and other Class I Railroads, common carriers, engaged in interstate commerce, and certain of their employees represented by the committee of eighteen cooperating labor organizations and the Brotherhood of Railroad Trainmen

On September 27, 1938, the President of the United States, His Excellency, Franklin D. Roosevelt, pursuant to authority vested in him by an act of Congress, approved May 20, 1926, known as the Railway Labor Act, by proclamation duly issued and appointments lawfully made, created an Emergency Board composed of James M. Landis, Harry A. Millis, and Walter P. Stacy, to investigate and report its findings respecting a dispute, or national wage-reduction controversy, existing between the carriers named and certain of their employees, represented by the organizations as above indicated, such dispute not having theretofore been adjusted under the provisions of the Railway Labor Act, to which all the parties are amenable. The Board, as thus constituted, met in the Caucus Room, Old House Office Building, Washington, D. C., September 30, 1938, with all the members present, designated Frank M. Williams as reporter, immediately opened its public hearings in said room, and was there in session from September 30 to October 17, both inclusive.

The carriers were represented by J. Carter Fort, H. C. Booth, W. C. Faricy, Sidney S. Alderman, and G. W. Knight, and by the general committee of the railroads.

The 18 cooperating labor organizations were represented by Charles M. Hay and Ray T. Miller, and by officers of the several organizations.

The Brotherhood of Railroad Trainmen was represented by Tom Davis, and by officers of the brotherhood.

During the hearings, Max Lowenthal entered an appearance as counsel for Senators Harry S. Truman and Burton Wheeler, members of the Interstate Commerce Committee of the Senate, who appeared as witnesses. It should also be noted that Senator Robert F. Wagner forwarded a written statement to the Board which, without objection, was made part of the record.

Witnesses were heard, exhibits presented, and arguments made in open sessions. The Board then exerted every effort to obtain an agreed settlement but without success. It therefore herewith submits a report, necessarily somewhat lengthy, yet too summary to do full justice to the matters on which evidence was taken and arguments heard. Following a brief history of the controversy, which completes this introduction, the issues are presented (I). Then follows a summary statement of the wage movements and wage controversies in the railroad industry (II). Next, the

condition of the railroads is summarized (III). The carriers' case as presented is stated (IV). The defense of the employees is given (V). The Board's findings and recommendations are set out in the concluding part (VI).

On May 12, 1938, the carriers here involved served on certain of their employees formal notices in writing of their intention to reduce rates of pay 15 per cent on July 1, 1938. After preliminary negotiations it was agreed that the matter should be handled on a national basis. Efforts at settlement were unavailing. Mediation was there-upon invoked and followed without adjusting the dispute. Consequently, as required by the Railway Labor Act, the National Mediation Board requested the parties to submit the controversy to arbitration. The carriers signified their willingness to arbitrate. The employees declined. On August 31, 1938, the National Mediation Board formally notified the parties of the termination of its services. This automatically stayed the original notices for an additional 30 days. The carriers then notified their respective employees that the notices would be put into effect on October 1, 1938. Strike votes were taken and, on September 26, the employees announced their intention to call a Nation-wide strike unless the wage-reduction proposals of the carriers were withdrawn. On the following day the National Mediation Board notified the President that, in its judgment, the unadjusted dispute between the parties threatened substantially to interrupt interstate commerce to a degree such as to deprive the country of essential transportation service. The President thereupon created an Emergency Board, under section 10 of the Railway Labor Act, to investigate and report respecting the dispute.

I. The Issue Presented by This Proceeding

The Railway Labor Act of 1926 provides for the machinery of negotiation, mediation, and arbitration for the settlement of wage disputes. In the event these mechanisms fail to bring about their adjustment and that failure, in the judgment of the Mediation Board, threatens substantially to interrupt interstate commerce to a degree such as to deprive any section of the country of essential transportation service, the President may create a board to investigate and report upon the dispute. The board must investigate the facts and make a report upon them to the President within 30 days from the date of its creation. After the creation of the board and for 30 days after it has made its report to the President, no change, except by agreement, can lawfully be made by the parties to the controversy in the conditions out of which the dispute arose.

The Railway Labor Act specifies no particular procedure to be pursued by an emergency board, nor does it describe the nature or form of the report that it shall make. Such boards must, in the main, frame for themselves the issue presented by the disputants and make such recommendations in connection therewith as to them may seem best.

The ultimate issue in this proceeding, the carriers contend, is whether under all the facts and circumstances involved the carriers' wage reduction proposal is reasonable and justified. But even further the carriers contend in the "absolute ultimate"—to use their expression—the issue is what, under all the facts and circumstances involved, would be a fair and reasonable disposition of the pending wage controversy, with due regard to the condition, necessities, and rights of both the carriers and their employees.

It should be observed in this connection that all organized railway labor is involved in this proceeding, save the train dispatchers and the sleeping-car conductors. Thus the wage rates of more than a million men are in issue, men of all the various crafts that are involved in the wide-spread and manifold operations of the railroad industry. The operating or train and engine service, consisting of engineers, conductors, trainmen and switch tenders, firemen and hostlers, yardmasters and the like embrace only a portion of railway labor. Even larger numbers of men are engaged in the maintenance of ways, in clerical and station service, in shop crafts, in stationary engine, boilerroom and shop laborer service and in such miscellaneous services as signalmen, telegraphers, and work concerned with marine equipment. Different wage rates as well as different bases for pay feature these groups.

II. Wage Movements and Wage Controversies in the Railroad Industry

The immediate statement of the present controversy scarcely indicates its full significance. Its roots run back and forth over a longer period. Some preliminary observations are needed to give the matter its proper setting.

Wage controversies upon the railroads and the threatened interruptions of interstate commerce that they involve have made them a matter of Federal concern for 50 years. Under the act of October 1, 1888, the Erdman Act of 1898, and the Newlands Act of 1913, various mechanisms for mediating and arbitrating disputes over wages and working conditions were successively evolved. The period of Federal control during the World War, however, might be said to mark an epoch in the development of both the railroad industry and the attitude of the Federal Government toward that development. The necessities of war made a national outlook on what is familiarly known as the railroad problem imperative. But that attitude survived so that after the termination of Federal control, a national approach became the dominant theme of the regulatory pattern pursued by the Transportation Act of 1920.

The years of 1916 and 1917 were years of rapidly rising prices. Despite the increases indirectly afforded railroad workers by the Adamson law of 1916, wages in that industry had failed to keep abreast of the increased cost of living. The movement for further increases was already afoot when, on December 28, 1917, the roads were taken over by the

Federal Government. One of the earliest acts of the Director General was the appointment of a wage commission, known as the Lane Commission, to investigate the demands of railway labor for wage increases.

On April 30, 1918, the Lane Commission made its report recommending substantial increases on a sliding scale for the great mass of railway labor. Dominating those recommendations was the recognition by the Commission that the wages of railroad labor had not kept pace with the increased cost of living. With minor variations by the Director General the recommendations of the Lane Commission were carried into effect May 25, 1918, by General Order No. 27.

Difficulties attending the application of General Order No. 27, its alleged inequalities, and the demands for further increases as prices continued to mount, brought a series of wage controversies before the Board of Railway Wages and Working Conditions—a Board that had been established by the Director General in accordance with a recommendation made by the Lane Commission. This Board considered the petitions for further increases by groups, rather than generally and its determinations resulted in a series of supplements to General Order No. 27.

Railway labor, however, in the latter part of 1919 pressed for a general increase in wage rates over those established by General Order No. 27, basing its position upon the increase in living costs and the fact that other industries were paying higher wages than those it received. The Director General, however, suspended any further action with respect to wage increases because of the pendency of the termination of Federal control. President Wilson on February 13, 1920, took the position that the problems thus presented would have to be dealt with after the roads had been returned to their owners, but at the same time he assured railway labor that steps would be taken to insure an appropriate mechanism for the consideration of its claims.

This mechanism was the Railroad Labor Board, which was established by the Transportation Act of 1920. Authorized to deal with controversies relating to wages and working conditions, it was enjoined to make a just and reasonable settlement of them, taking into consideration all the relevant circumstances, among them (1) the scale of wages paid for similar work in other industries, (2) the relation between wages and the cost of living, (3) the hazards of the employment, (4) the training and skill required, (5) the degree of responsibility, (6) the character and regularity of employment, and (7) inequalities in wages or of treatment the result of previous wage orders or adjustments being specifically laid down.

The first action of the Railroad Labor Board was to consider the general claim made by railway labor that wages were inadequate under then existing conditions. On July 20, 1920, in Decision No. 2, the Board granted increases ranging from 12.5 per cent to 26.2 per cent and averaging about 22 per cent for all railroad employees. In arriving at its decision the Board took into consideration the factors specifically referred to above but also included among the other relevant circumstances the effect the action of the Board might "have on other wages and industries, on production generally, the relation of railroad wages to the aggregate of transportation costs and requirements for betterments, together with the burden on the entire people of railroad transportation charges." It found generally that the scale of wages paid railroad employees was "substantially below that paid for similar work in outside industry, that the increase in living costs since the effective date of General Order No. 27 and its supplements has thrown wages below the pre-war standard of living of these employees and that justice as well as the maintenance of an essential industry in an efficient condition required a substantial increase to practically all classes."

The business recession of 1920-21 brought about among other things, despite increases in freight rates authorized in July 1920, by the Interstate Commerce Commission, a substantial decline in the net operating income of the carriers. Prices also fell so that living costs were reduced. In this situation the carriers pressed for a decrease in wages and a general proceeding, similar to that in Decision No. 2, was inaugurated before the Board. On June 1, 1921, in Decision No. 147, the Board granted wage reductions averaging 12.2 percent. It based its decision primarily upon its conclusion that there had been a decrease in the cost of living and that the scale of wages for similar kinds of work in other industries had in general decreased.

In 1922, further reductions were granted by the Board in a series of decisions, Nos. 1028, 1036, and 1074, covering varying groups of employees. These were again based upon the decline in the cost of living, the decline in wages in other industries and the decline in the net operating income of the carriers.

These later decisions of the Railroad Labor Board and other factors led to a distrust of the Board as an appropriate mechanism for the determination of wage controversies. The employees thereafter dealt with wage problems by direct negotiation with the carriers. For the remainder of its life, the Board had little further concern with the general railway wage structure as negotiation replaced the procedure for hearing and determination before the Board. It was abolished in 1926 by the Railway Labor Act of that year.

The period from 1923 to 1929 is characterized by the settlement of wage disputes through the procedure of negotiation, mediation, and arbitration. Controversies as they arose concerned limited groups of employees. Increases in wage rates were obtained through concession but, generally speaking, wage rates fully equivalent to those established in 1920 by Decision No. 2 were not reestablished.

From 1929 to 1931 wage rates were affected but slightly. As the depression deepened and net railway operating income continued to decline, the carriers pressed for a general reduction in wages. This problem was handled nationally through conferences between officials of the carriers representing substantially the entire operating railroad mileage in the country and officials of the 21 standard railway labor organizations. On January 31, 1932, an agreement was reached whereby 10 percent was to be deducted from the pay check of each railroad employee represented for a period of 1 year beginning February 1, 1932. On December 21, 1932, this agreement was extended for a period of 9 months to October 31, 1933, and subsequently it was further extended for 8 months to June 30, 1934.

On April 26, 1934, the carriers and railway labor reached an agreement for the restoration of the 1932 deduction, 2½ percent to be restored on July 1, 1934, another 2½ percent on January 1, 1935, and the remaining 5 percent on April 1, 1935. Thus, by April of 1935, wage rates were again placed upon the level of 1931.

With improved business conditions apparent in 1937, a move was initiated by railway labor for an increase in wages. The carriers on this occasion set up a committee to handle this demand. It was known as the carriers' conference committee. Its chairman was H. A. Enochs, chief of personnel of the Pennsylvania Railroad. Negotiation having failed, the matter was referred to the National Mediation Board which, on August 5, 1937, and on October 3, 1937, succeeded in effecting agreements that increased wages in substantially all branches of railway labor. The resultant increases have been estimated on an over-all basis as approximately 7½ or 8 percent for all employees—nonoperating service 5 cents, engine and train service 5½ cents per hour.

Scarcely had these agreements been made when business recession again became evident. Net railway operating income and carloadings fell sharply in November and December of 1937 and continued to decline through the early months of 1938. On November 5, 1937, a petition was filed with the Interstate Commerce Commission by substantially all the class I railroads requesting authority to increase freight rates and charges generally by 15 percent. Among the grounds urged for this increase was the rise in railway operating expenses, due in part to the rising trend of prices of materials and supplies but also to the increase in railway labor unit costs resulting from the wage agreements just signed and to the increase in taxes attributable to Federal unemployment insurance and the provisions of the Railway Labor Retirement Act. After extensive hearings the Interstate Commerce Commission on March 8, 1938, granted general increases, substantially less than had been urged by the carriers, but averaging approximately 5 per cent on maximum rates in effect under *Ex parte* 115.¹

The record leaves some doubt as to where and when the present movement of the carriers to reduce wages by 15 percent arose. But the possibilities of increasing net railway operating income by reducing wages seem to have been explored by an informal group of representative railroad presidents prior to the decision of the Interstate Commerce Commission in *Ex parte* 123 and not long after the filing of the carriers' petition for increased rates in that case. By March a determination to pursue this route advanced so far as to lead to the creation of a second committee similar to the committee created in 1937. The new committee was known as the carriers' joint conference committee. H. A. Enochs was again named chairman, and the members were, in the main, those who had served on the carriers' conference committee of 1937. At a meeting held in Chicago on March 16 and 17, this committee, after investigating, among other matters, the declining revenues of the carriers, their declining traffic and the increase in their operating costs, came to the conclusion that they were justified in asking for a reduction of 15 percent in the wages of railway labor. It reported this conclusion to a general meeting of the member roads on March 18, 1938, attended by the presidents of those roads. At that meeting the following resolution was passed:

"Resolved, That a conference be held by representatives of the railroads with representatives of the labor organizations, as was done 6 years ago, with the understanding that in view of the grave emergency and the disappointing decision in the rate case, labor will be asked to meet the railroad representatives for the purpose of examining the economic condition of the railroads in an effort to find and agree upon some plan for relief."

Pursuant to this resolution a committee of railroad presidents conferred with executives of the railway labor organizations in Washington. The latter, though willing to cooperate in many respects with the carriers in presenting a relief program to Congress, were adamant in their refusal to consent to a reduction in wages. A further meeting of the carriers' joint conference committee and the presidents of the railroads was held in Chicago toward the latter part of April, at which the determination was reached to reduce wages generally by 15 percent. Pursuant thereto the notices of May 12, 1938, were sent out. Events since that time, leading up to the present emergency, have heretofore been sketched.

III. The Condition of the Railroads

The serious situation of the railroad industry was on March 15, 1938, made the subject of the special consideration of the President of the United States. On March 24, 1938, there was transmitted to him at his request the report of three members of the Interstate Commerce Commission setting forth the then-existing plight of the railroads and making recommendations both for immediate relief and for a long-term program. This report, the so-called Splawn report, together with comments upon it by other officials of the Government, was transmitted to the Congress by the President on April 11, 1938, but the Congress adjourned without taking any action upon the proposals therein contained.

¹Average revenue per ton-mile of freight increased 8.8 percent for the second quarter of 1938 over the year 1937.

The present condition of the railroads must be seen in the perspective of the last 17 years.² In 1921 the total operating revenues of class I railways stood at \$5,516,598,242. Between 1921 and 1930 that figure remained in the neighborhood of \$6,000,000,000. In 1930, however, total operating revenue dropped almost a billion dollars to \$5,281,196,870. Its course during the following years is best shown by the following table:

1931.....	\$4,188,343,244	1935.....	\$3,451,929,411
1932.....	3,126,760,154	1936.....	4,052,734,139
1933.....	3,095,403,904	1937.....	4,166,068,602
1934.....	3,271,566,822	Year ending June 30, 1938.....	3,715,604,013

On the other hand, total operating expenses declined less rapidly, resulting in a decline in net operating income. This net railway operating income ran from 1.1 billion dollars to one and a quarter billions from 1925 to 1929, dropped to about half a billion in 1931, fell 326 million in 1932, slowly climbed to 667 million in 1936, dropped to 590 million in 1937, and for the year ending June 30, 1938, stood at 361 million. Net income for the group, which stood in 1929 at 897 million dollars, has declined seriously since then. The rate of that decline in net income and the brief recovery from 1935 to 1937 can be seen from the accompanying table.

1930.....	\$523,907,472	1935.....	\$7,539,127
1931.....	134,761,911	1936.....	164,630,041
1932.....	¹ 139,203,821	1937.....	98,057,740
1933.....	¹ 5,862,836	1938 (6 months)	^{1,2} 181,253,596
1934.....	¹ 16,887,078		

¹Deficiency.

²The net deficit for the year ending June 30, 1938, was \$122,091,997. This year embraced about nine months of declining business.

Viewing this picture from the standpoint of the individual systems in 1929, 95.75 percent of the railroads in point of mileage were operating with a net income, whereas from 1931 to 1937 that ratio has never been higher than 61 percent. In 1932 it stood at 32.14 percent and for the first 6 months of 1938 stood at 13.17 percent.

Obviously these years of lean revenues took their toll. The percentage, on a mileage basis, of roads in the hands of trustees or receivers, which from 1921 to 1932 had never exceeded 9 percent, in 1933 rose to 16 percent, in 1935 to 27 percent, and as of July 31, 1938, stood at 31 percent.³

This decline in revenues has also naturally had its effect upon the market value of railroad securities. On September 1, 1930, the average price per \$100 of a railroad bond was \$95.59, and the average price per share of railway stock was \$91.56. By August 31, 1938, these prices had declined to \$55.92 and \$26.06, respectively. Dividend declarations similarly declined. In 1929 and 1930 the average dividend rate as a percentage on the capital stock outstanding was 5.99 and 6.01, total dividend declarations amounting to 490 and 497 millions of dollars. While the capital stock outstanding remained substantially at the same figure, the rate and the amount of the decline is illustrated by the following table:

Average dividend rate on outstanding stock, 1931-37¹ (class I railways)

Year	Capital stock outstanding ²	Amount of dividends	Average dividend rates
			<i>Percent</i>
1931.....	\$8,271,977,000	\$330,151,000	3.99
1932.....	8,245,137,000	92,354,000	1.12
1933.....	8,232,658,000	95,726,000	1.16
1934.....	8,225,836,000	133,419,000	1.62
1935.....	8,218,994,000	126,282,000	1.54
1936.....	8,029,965,000	169,829,000	2.11
1937.....	8,123,195,000	167,902,000	2.07

¹Statistics of Railways in the U. S., 1936.

²This includes capital stock outstanding on railroads in trusteeship or receivership. Eliminating these, the average dividend rate would be about 2.8 percent.

Some explanation of the cause of this decline in gross and net operating revenues must be made, as well as some observation upon the consequences resulting from that decline. Obviously some correlation exists between general declines in

³The year 1920 is generally omitted from the comparisons here employed inasmuch as the railroads during that year were under Federal operation for 2 months, and for 6 months thereafter were operated under Federal guaranty.

⁴These roads in trusteeship or receivership represent 22 percent of gross revenue, 23.9 percent of the gross number of employees, and 28.1 percent of the total capitalization.

business activity and declines in railroad revenue. The effects of the business depression following 1929 and the subsequent decline of 1937 to 1938 are noticeable in the figures above cited. But causes other than these have been operative and will continue to affect the density of railroad traffic independently of any revival of business activity.

Chief among these causes has been the rapid development of new and competitive means of transportation. The private automobile, inland waterways, the pipe line, the truck, the bus, the airplane—all have taken their toll. The number of passengers carried by commercial air lines has risen from 5,782 in 1926 to 1,102,707 in 1937 and is certain to increase to even greater numbers. Contrariwise, airplane passenger fares during the same period have been more than cut in half, but gross revenues from passenger air traffic have risen from \$6,973,000 in 1930 to \$26,690,000 in 1937. Express and freight carried by airplanes in 1926 was but 3,555 pounds; in 1937 it reached a total of 7,127,369 pounds. Mail carried—a profitable source of revenue—has gone from 703,310 pounds in 1926 to 17,706,159 pounds in 1936.

Registration of passenger automobiles in 1937 has increased 168.4 percent since 1921, while contrariwise the revenue of the railroads from passenger traffic during the same period decreased 61.6 percent. Much of the passenger traffic of the railroads must be regarded as permanently diverted from the rails. Even what is now carried is, upon the whole, carried at an out-of-pocket cost.

From 1931 to 1937 pipe-line transportation of oil increased 94.1 percent. The extent to which this means of transportation has taken over the shipment of petroleum products can be illustrated by the fact that from 1921 to 1937 the production of crude petroleum in the United States increased 170.6 percent but the increase in the amount of crude petroleum, petroleum oils, and forms of gasoline shipped on the railroads increased only 32 percent. But even this fails to tell the story on the diversion of traffic in petroleum and petroleum products. Relocations of industry and changes in the methods of distributing these products have combined to make such hauls, as the railroads make, less in distance and thus less profitable to the roads. In addition, trucks are engaged to a considerable extent in the distribution of gasoline and other oils.

Registrations of motortrucks, tractors, trailers, and semitrailers in 1937 numbered 5,275,281, an increase of 426 percent over the similar figure for 1921. No figures are available to give the tonnage hauled by these carriers, but the effect of the competition of the motortruck in one field—the haulage of livestock—can be illustrated. Of the total receipts of livestock at the 17 largest markets in the country in 1921 the railroads accounted for 94 percent, 6 percent being delivered by motortrucks and other incidental means of carriage. In 1937 the share of the railroads in this traffic had dropped to 48 percent, the balance of 52 percent going primarily to motortrucks.

Commerce on all rivers, canals, and connecting channels in the United States in 1921 is calculated to have been 116,300,000 tons. In 1936 this had increased to 276,263,926, or a rise of 137.5 percent. Whereas rail traffic as a whole showed declines during the depression years of 1930 to 1933, commerce on the New York State Barge Canal and on the barge lines in the Mississippi Valley during those years was at a higher level in the aggregate than in 1929.

But the increase in competitive means of transportation tells only a part of the story of the decline in tonnage moved by the railroads. Relocations of industrial plants, the development of other forms of power, new methods of producing power have all had their effect. Thus, for example, the production of hydroelectric power as distinguished from carboelectric generation implies diminution in the amount of coal required to be shipped from mine-mouth to power plant. Hydroelectric power, measured in terms of million kilowatt hours, rose from 14,578 in 1921 to 43,702 in 1937, an increase of 199.8 percent. Similarly the use of natural gas tends to replace the demand for coal. Natural gas produced in 1921 amounted to 662,052 millions of cubic feet; in 1937 this figure had risen to 2,370,000 millions, or an increase of 258 percent. Interstate pipe-line transportation of natural gas showed an increase in 1936 of 283 percent over 1921. Or to take another illustrative example showing the lessening demand for the transportation of coal, carboelectric generation in 1921 required 2.70 pounds of fuel to produce a kilowatt-hour; in 1937 this requirement had fallen to 1.43.

Something of the total effect of these forces which have been driving traffic away from the rails can be gathered by an examination of the ratio between actual and potential railway traffic.⁴ The spread between these two quantities would tend to measure the loss in traffic to the rails. That spread sharpens perceptibly after 1920 and, generally speaking, has continued to grow. It is at its widest in the shipment of less-than-carload lots, the products of agriculture, and animals and their products, reflecting tendencies that have been noted before. It is, of course, impossible to predict the future trend of this diversion of traffic save to recognize that active efforts will have to be made by the roads to hold even their present share of the Nation's traffic to the rails.

The consequences of these forces that for the last 10 years have been affecting the railroad problem cannot naturally be fully measured in this report. We have adverted to diminishing revenues, diminishing income, bankruptcies, and losses in the values of outstanding securities. But some further analysis of a few of these consequences is essential in order to throw some light upon the issues involved in this proceeding.

⁴Potential railway traffic as computed by the Bureau of Statistics of the Interstate Commerce Commission, is derived from an examination of the total output, both domestic and imported, of 70 principal commodities. That figure is reduced to a so-called normal level of rail potentiality by an examination of actual railway traffic in these commodities over a period of years prior to the rise of competitive means of transportation.

One patent result of this competitive situation is the effect that it has had on rates. To retain traffic it has often been necessary to reduce rates and fares with the result that average revenue per ton-mile of freight has fallen. These declines also reflect in part the lengthening of the haul, for long-haul traffic yields a lower ton-mile revenue than short-haul traffic. Average freight revenue per ton-mile stood at 1.275 cents in 1921, 1.076 in 1929, and had fallen to 0.935 in 1937. In the second quarter of 1938, it has risen to 1.017, reflecting primarily the increased rates granted by the Interstate Commerce Commission in *Ex parte* 123. Average revenue per passenger-mile fell more drastically, reflecting the more intensive competition present in that field. In 1921 this stood at 3.086 cents, in 1929 at 2.808 cents, in 1937 at 1.794 cents, and for the second quarter of 1938 at 1.849 cents.

Some of the broader social consequences of these rate changes as affecting the rate structure as a whole have been remarked upon on occasion by members of the Interstate Commerce Commission. Commissioner Eastman, concurring specially in *Ex parte* 123, has pointed out that as a result of passenger traffic and less-than-carload traffic failing to cover their pro rata share of expenses, and many other rates, where competition is keen, producing at best a small margin over out-of-pocket costs, a marked tendency exists to lift rates on less competitive traffic or on traffic where the rails still hold a substantial monopoly to levels sufficiently high to produce necessary revenues for the entire system. Therefore, with reference to transportation in these products, rates may not be those just and reasonable rates that should otherwise obtain.

Operating expenses of the roads may be divided briefly into a number of categories—wages and salaries, fuel expenditures, depreciation charges, taxes, hire of equipment, the purchase of materials including miscellaneous costs. Both renewal and modernization of equipment and road are essential to the continuance of the industry. Maintenance has naturally suffered as net railway operating income declined. Expenditures for maintenance, which from 1921 to 1929 averaged about two billion dollars, fell below a billion in 1932 and 1933, and in 1937 stood at \$1,322,302,738, a drop of 36 percent from the average level of the period 1921 to 1928. The situation has been referred to by the Splawn committee as one of "continued skimping," and one where accumulated deferred maintenance exists of not less than half a billion dollars. A proper evaluation of the consequences of this situation, however, cannot be made upon an analysis of the roads as a whole, for maintenance expenditures vary system by system. But that they bear a definite relation to net railway operating income is apparent. From 1923 to 1931, maintenance expenditures averaged 33.7 percent of operating revenues, their high point being 36.2 percent in 1923. From 1932 to 1937 they averaged 30.8 percent, their high and low points being 31.7 percent in 1937 and 29.8 percent in 1933, respectively. How far these expenditures have been consistent with those necessary minimum expenditures required for safety, this record does not disclose.

Expenditures for maintenance tell only a part of the present needs of the roads. The modernization of equipment is also a problem. Traffic, to hold it to the rails, must be handled at less cost and with greater expedition. Purchases of materials and supplies has noticeably lagged behind earlier years. Whereas from 1923 to 1930 the amounts spent for this purpose ranged from \$1,038,500,000 to \$1,738,703,000, since then they have fallen as low as \$445,000,000 in 1932, rising to \$803,421,000 in 1936, to \$966,383,000 in 1937, and then dropping to \$277,846,000 for the first 6 months of 1938. These expenditures also have a relationship to gross railway operating revenue, but, as distinguished from maintenance expenditures, the pressure to economize in this field as revenues decline is more apparent. From 1923 to 1931 the percentage of operating revenues going for the purchase of materials stood at 22.0, the high and low points being 27.6 for 1933 and 16.6 for 1931; from 1932 to 1937 this percentage stood at 18.0, the low and high points being 14.2 for 1932 and 23.2 for 1937. Equipment purchases fell off sharply in 1931, 1932, and 1933, dropping from the 1930 figure of \$328,269,000 to \$73,105,000, \$36,371,000, and \$15,454,000, respectively. In 1937 they had returned to \$322,877,000, a level exceeded in the last 16 years only in 1923, 1924, 1925, 1926, and 1930. But despite this fact there remains a great need for new equipment. Only 5.6 percent of all freight locomotives in service on December 31, 1936, were less than 10 years old, 20.3 percent were between 10 and 17 years old, and almost three-fourths, or 74.1 percent, were over 17 years old. A similar situation exists with reference to switching locomotives, where replacement by Diesel power seems particularly desirable.

Partly due to the pressure of competitive forces, partly due to desire for more efficient operation, and partly due to increasing labor costs, efforts have been made by the roads to cut their operating ratio. Gross capital expenditures amounting to \$9,570,875,000 have been made from 1921 to 1937 amounting to a net addition to investment in road and equipment of \$5,787,000,000. Locomotives with more power, heavier rails, better grades and better roadbeds have all contributed to improving the productivity of the railroad plant. As illustrative of this fact, gross ton miles per train-hour increased from 16,555 in 1921 to 30,349 in 1937. Similarly the operating expense ratio shows a decline, the freight expense per 1,000 revenue ton miles having declined from \$10.78 in 1921 to \$6.41 in 1937.⁵ This Board cannot, of course, pass any judgment upon the question of whether the management of the roads, considering the limits of their resources, has kept pace as rapidly as it should with the possibilities of improving productivity and service to the degree that science and invention during these years has made feasible. Opinions upon such a subject naturally vary and find expression too frequently from those whose want of information is no barrier to their desire to generalize.

Some consideration must also be given to the capitalization of the roads and the rate of the return the roads are making upon their investment. Investment as used by the Interstate Commerce Commission represents not the amount of money contributed to the roads by the public. Though tentative figures as to original cost have been authoritatively advanced,⁶ these again present a different conception. Investment as used by the Interstate Commerce Commission repre-

⁵Declines in this freight expense naturally reflect reduction in maintenance expenditures, changes in labor costs, as well as other factors not related directly to increased productivity of plant.

⁶Coordinator Eastman in his first report to Congress in 1934 roughly estimated that the original cost of railroad carrier property would not fall below \$24,000,000,000.

sents book values as they appear on the books of the carriers in accordance with the accounting regulations established by that Commission. The Commission also has evaluated these properties, but the basis for such evaluation, which derives from the O'Fallon decision,⁷ is not readily apparent.

Investment in railroad property used in transportation (inclusive of working capital) service in 1921 stood at \$21,370,946,298. It reached the high point in 1930 of \$26,526,742,889 and has remained since in that vicinity, standing at \$26,063,943,472 in 1937. Net income gave a rate of return⁸ upon this basis of 2.81 percent in 1921, 4.96 percent in 1926, 1.24 percent in 1932, 2.26 percent in 1937, and 1.39 percent for the fiscal year ending June 30, 1938. This rate of return would, of course, be larger if figured on investment after depreciation⁹ or on the valuation figures of the Interstate Commerce Commission. That valuation as set forth in Ex parte 123, after allowance for depreciation, was \$20,340,000,000. And upon the basis of its valuation figures, the Commission has estimated the rate of return in 1937 as 2.955 percent or for the 3-year average, 1935-37, as 2.933 percent.¹⁰ Upon the same basis the rate of return for the fiscal year ending June 30, 1938, is 1.81 percent, and for the first 8 months of 1938 the figure stands at 1.29 percent. The significance of this rate of return is less from the underlying constitutional conceptions, advanced in *Smyth v. Ames* (169 U. S. 466), of the "right" of carriers to earn a fair return upon their "property," than from the fact that in 1937 net income was only 1.18 times the fixed charges of the carriers.

The fixed-charge situation of the industry has frequently been the occasion of much comment. It was so at the hearings in this proceeding. A review of a few facts bearing upon this situation is thus relevant. In 1921 the funded indebtedness of the roads "in the hands of the public"¹¹ stood at \$10,409,000,000, the ratio to investment being 51.2 percent; in 1937 this indebtedness had reached \$11,250,000,000, but the ration of bonded indebtedness had fallen to 43.9 percent. These figures, of course, tell only a small part of the story surrounding the fixed-charge problem. Investment, unless it produces a return, is of small consequence to the bondholder, and the decline in funded indebtedness of the roads as a whole bears no relationship to the precipitous and continuing decline in net income.

More significant than the total figures of bonded indebtedness and the ratio of those figures to capitalization, is the relationship between fixed charges and operating revenue. In 1921, 11.2 cents of every dollar of operating revenue went to pay fixed charges, the average for the period 1921 to 1929 being 11.0 cents, the high and low points being 11.3 cents in 1922 and 10.2 cents in 1923. From 1930 to 1937 this average rose to 17.9 cents, the high and low points being 21.9 cents in 1933 and 12.9 cents in 1930. In 1937 this figure stood at 15.4 cents.

No adequate analysis of this problem can be made upon the basis of the industry, for the lien of a particular bond issue relates to particular property; its obligation rests against particular income. Generally speaking, it has been said that, though a decline in total funded indebtedness has been evident during the past 17 years, fixed charges "have continued to be a formidable menace in times of depression."¹²

A solution of the fixed-charge problem—particularly as it affects an industry whose gross revenues have contracted, whose original noncompetitive position is increasingly threatened by the rise of new means of transportation, and whose revenues fall so severely with declines in general indices of business activity—requires the type of probing consideration that has yet to be given to it. Some hope for the revision of the industry's capital structures was held at the time of the enactment of section 77 of the Bankruptcy Act. Reorganizations have, however, failed to eventuate primarily, due to an inability to find levels for prospective earning power upon which those compromises which underlie corporate reorganization can be based. But reorganization, soon or late, must come to pass. A failure on the part of security holders to recognize losses that have irrevocably occurred will not bring values back to their expectations. Some mechanism more powerful than that now present in section 77, or other similar laws, is essential to effect better bases for compromise.¹³

⁷St. Louis & O'Fallon Ry. Co. v. United States (279 U. S. 461).

⁸A rate of return is naturally figured upon some base which has reference to railroad property used in transportation. The traditional concept is that the base should include property used and useful for service. As density of traffic declines, some property is naturally withdrawn temporarily from the service. That withdrawal may be permanent as density fails to return and such property naturally ceases to remain within the category of property useful for service. But no figures are available to this Board which will enable it to estimate the extent of that attrition in the rate base, nor has any satisfactory formula been advanced which will enable this Board roughly to guess at that extent.

⁹Investment less accrued depreciation for the years above mentioned is \$19,470,811,000 for 1921, \$24,063,887,000 for 1930, and \$23,011,500,000 for 1937.

¹⁰Fifteen Percent Case (Ex parte 123, 226 I. C. C. 41, 63).

¹¹The expression "in the hands of the public" excludes funded debt held by the carriers themselves as investment or for other purposes. In most cases interest is payable upon these obligations to persons outside the issuing company and its subsidiaries, though this is not necessarily the case. The exact amount of these obligations seems not readily attainable. In 1936, in addition to the \$11,240,690,928 of unmatured funded debt "in the hands of the public," there was \$2,733,571,833 held by the railroads themselves (I. C. C. Statistics of Railways, S-47). The proportion for 1937 is probably about the same.

¹²Eastman, C., in Ex parte 123 (226 I. C. C. 41, 155).

¹³It should be noted that reform of the reorganization procedure under sec. 77 of the Bankruptcy Act has been urged by the Splawn committee.

Some justice attends one position advanced by the employees in this case. Total fixed charges of the roads during the period of 1932 to 1937 were earned only 1.03 times, and in several of these years were not earned at all. Though the roads may upon the basis of prevailing money rates be deemed not to be paying an excessive return upon the par value of their indebtedness, that rate of return is normally calculated upon the par value of their outstanding bonds. Actually, however, market values of railroad bonds taken as a whole for some period of years have been far below their par value, and though no records of changes in holdings during the last 6 years are available, during these years millions of these bonds must have changed hands. Thus losses in many cases have already been realized, and in countless others must be recognized to exist. In these cases to bring back to return to reasonable limits would not necessarily call for a return measured upon the base of par value. How in any particular road one can deal justly with the equities of these different security holders who hold the same class of security has been an insoluble problem in the field of corporate reorganization. But in weighing an industry as a whole, as we are required to do in this proceeding, and in determining how far and to what extent the owners of the property, as distinguished from those who derive their living from laboring for that industry, should bear the brunt of diminishing returns, the situation above detailed has some relevancy, for it throws some light upon the equities that ownership and labor each can insist attends its position.

A further factor relevant to this same problem relates to the dividend payments made by the roads. With a continuously fair share of the fruits of the enterprise going to labor, payments by way of dividends normally cause no concern. When profits go down, however, dividends naturally tend to diminish, and as the decline continues reach the vanishing point. If the decline still persists and solvency itself is threatened, a demand arises that labor also assume a pro rata burden flowing from the loss of profits. If dividend payments have in prosperous years been made inadvisedly, the claim is made that labor should not be made to pay for an error on the part of management in which it neither shared nor for which it could be blamed. Ownership, it insists, must even in lean times pay for the mistakes of the management which it, and it alone, put in power.

That claim is made by the employees in this proceeding. Dividend payments were made by the roads throughout the more prosperous years¹⁴ and not only continued into 1930 but reached their highest level in that year when the decline in business had set in and was deepening.¹⁵ That, from the standpoint of our present hindsight, these payments can be criticized has on occasion been frankly admitted by the roads. But they claim that at that time this course seemed the wisest one to pursue. The employees counter by saying that even then management's concern was primarily for ownership and not the industry as a whole, viewed as a joint enterprise between ownership and labor. The merits of these contentions we need not here determine. It is, of course, easy to be wise in retrospect and from the pedestal of hindsight to find mistakes in the judgments that men of necessarily limited vision have made. The fact remains, however, that such a course was pursued in those years and that its benefits ran to ownership. The argument is that its burdens should be made to fall there. But even admitting this, the issues in this proceeding are deeper than those which could be solved by any such simple formula. This fact is one, and only one, that must find a place in the ultimate determination that must be made of the issue in this proceeding.

A further claim similar to this is also made by the employees. It is, in fact, cumulative to the former. Dividends, it is asserted, fail to tell the whole story. More of that same story lies in the accumulated surpluses of the roads. These represent such net income as remains from net railway operating income after the payment of fixed charges, dividends, and other items. They have naturally increased during the period of 1921 to 1937. It must, of course, be recognized, as labor does, that surplus is not like cash in the bank and that, except in rare cases, it is not fat upon which to feed during seasons when food runs short. But, it is contended, either it should have partaken of the nature of such fat, or that in any event any increase in surpluses means an equivalent increment in the value of the property behind the outstanding stocks and bonds. That increment, management naturally hoped, would produce its return and thereby increase the returns payable to ownership. But this increment in value, labor contends, immediately increases the market value of the outstanding securities, an increase that is realizable immediately if an individual owner so chooses. Thus surplus, it asserts, inures always to the value of ownership despite the fact that it may be unavailable to meet the wage bill of labor in the lean years that now have followed.

These considerations under our industrial system already find some play in our wage structure. Obviously the values marketwise that attend ownership correlate more closely with changes in earnings than do wage rates. The peaks of ownership are higher and its valleys are deeper than those that attend labor. The issue, therefore, still remains as to whether those valleys now are so deep and have been so long so barren as to make justifiable the claim of ownership upon labor for some aid to lift it nearer to the light of day.

The hope held by the carriers with reference to their present move is not that it will afford a permanent answer to the problems outlined above. It relates only to a partial solution of a pressing contemporary problem. The move itself arises out of a present abnormally distressing condition and relates primarily to this condition.

It will be remembered that in August and October of 1937 wage rates were advanced by agreement on an average calculated to be somewhere between 7 and 8 percent. Hardly had the ink on this agreement become dry before traffic

¹⁴From 1921 to 1929 dividend payments totaling \$4,064,051,423 were made by the roads.

¹⁵Dividend payments in 1930 amounted to \$598,505,010. The highest payment in previous years was \$561,927,657 for 1927; or, if we use 1921 as a base, dividend payments in 1930 were 32.1 percent higher than in 1921.

conditions, reflecting the business decline of the time, brought a sharp decrease in operating revenues. The following tabular statement of index figures on freight car loadings sets forth the rise in traffic volume preceding the 1937 agreements and the decline immediately following their successful negotiation.

Freight car loadings, 1936-38¹
[1923-1925 = 100. Monthly figures adjusted for seasonal variations]

Month	1936	1937	1938	Month	1936	1937	1938
January	70	80	65	July	76	80	61
February	71	82	62	August	76	79	* 62
March	66	83	60	September	75	78	.....
April	71	84	57	October	77	76	.....
May	72	80	58	November	82	71	.....
June	73	78	58	December	83	67	.....

¹Federal Reserve Bulletin, of June 1937, pp. 522-529, and October 1938, p. 918. ²Preliminary.

Loss in volume of traffic naturally reflected itself in declining revenues. The percentage of roads that had been operating with a net deficit, which in 1936 stood at 38 percent and in 1937 at 42 percent, rose sharply for the first 6 months of 1938 to 87 percent. The total net income of the industry, which in 1936 and 1937 was \$164,630,041 and \$98,057,740, turned into a net deficit for the first 6 months of 1938 of \$181,253,596. This is the situation that has led management to think in terms of effecting operating economies, including a reduction of labor costs.

IV. The Carriers' Case as Presented

The carriers' position derives from the fact that the optimism which underlay the wage increases of 1937¹⁶ has failed to bear fruit. Instead, conditions have retrograded so severely as to bring about a parallelism between 1938 and 1932, when the men, rightly in the carriers' judgment, voluntarily agreed to a temporary pay reduction of 10 percent. The carriers say that had traffic volume in 1937 been at the low levels that it now is, not only would no wage increases have been granted but also no movement toward such an end would even have been considered by railway labor.¹⁷

Their case has, for the most part, been presented in the preceding section of this report. The facts concerning shrinking volume of traffic, diminishing operating revenues, declining net income, the deficits, the meager return on investment, and the many roads in receivership or trusteeship are there set forth. Repetition of these matters is here unnecessary, but the seriousness of the situation there set forth and so abundantly detailed by the carriers must always be kept in the forefront of any consideration of this problem.

The carriers point also to certain additional factors that make for the necessity of effecting operating economies. One of these is the increase in tax costs brought about by the Social Security Act and the Railway Retirement Act. The effect of these is to add 5¾ percent to the payrolls, or about \$103,500,000 annually.¹⁸

Another factor is that the way out through rate increases is no longer open to them. The increases granted by the Interstate Commerce Commission in March 1938 were less than had been asked and also have failed to bring in the necessary revenues. The present volume of traffic, even at the new rates, is insufficient to make ends meet and further rate increases are not now practicable.

Furthermore, nothing in recent months or weeks tends to show any significant trend for the better in the fundamentals of the situation. Carloadings for the first 38 weeks of 1938 were 24.4 percent under the corresponding figures for 1937. Nor do the latter weeks of this year give real hope of a reversal of the trend. September carloadings, adjusted for the seasonal trend, are but 1 percent above those of February—an admittedly poor month.¹⁹ Meanwhile maintenance is being skimped, desirable additions and betterments are not being made, and modern equipment that would give them a stronger competitive advantage is not being purchased.

Again, such hopes as existed for immediate relief through Federal legislation last spring failed to materialize, for the Congress took no action during its last session. Willing as the carriers may be to join with railway labor in procuring the necessary and desirable Federal legislation at the coming session of the Congress, they have doubts as to the validity of the program now advanced by labor. Hopeful as they may be with regard to the ability of the Government to establish

¹⁶These increases have been estimated as raising the annual pay roll by about \$130,000,000.

¹⁷The proposed pay reduction of 15 percent, irrespective of any consideration of "real wages," would leave the men with wage payments some 8 percent better than they received in 1932.

¹⁸Against this must be set a credit of \$82,600,000 annually charged as an operating expense for "pensions," that had theretofore been voluntarily provided by the carriers. These obligations have now been assumed by the Railroad Retirement Board.

¹⁹Carloadings for the first 2 weeks of this October were only 15.4 percent below the corresponding weeks for 1937. This comparison, however, the carriers contend is not too illuminating as the comparison relates to a period in 1937 when the decline in carloading had already set in.

an adequate long-term national transportation policy that will eventually bring some solution to the problems that harass the industry, nothing that has appeared promises immediate relief. Government credit for the weaker roads presents difficulties that cannot easily be determined and, furthermore, is not presently at hand. And it is immediate relief that the carriers insist is their need.

To the employees' claim that preventable wastes aggregating \$1,000,000 a day exist, and which, if prevented, would produce savings in excess of the present proposal, the carriers, in substance, enter a categorical denial. Every avenue that would produce significant operating economies has been explored, and the avenue of wage reduction is now the only one left to pursue.²⁰

In addition, the need for immediate relief is enhanced by the attitude of the men with reference to certain legislative measures and to the existence of certain union rules and regulations deemed unduly burdensome. The employees' insistence in sponsoring full-crew laws, train-length bills, and similar measures, their hesitancy to put their weight behind the drive for consolidation because of their fear that operating economies effected thereby will mean a further loss of jobs, to the carriers spell additional difficulty and additional cost.

The one avenue that in their judgment remains open in this present emergency is to effect a saving on labor costs. As distinguished from possible increased revenues resulting from increased rates or possibilities of savings from other economies, a reduction in wage rates would afford both savings that are certain and, to use the words of the Splawn committee, also "quick financial relief."

This avenue, they contend, has certain advantages besides relieving the financial distress of the roads. It would help to relieve the economies now being effected with regard to maintenance, repairs,²¹ and the purchase of equipment.²² Indeed, equipment purchases could easily be stimulated far in excess of immediate savings because of the delayed payment feature that through equipment trust obligations attends such purchases. Increasing maintenance expenditures would increase possibilities of direct employment on the roads,²³ whereas increasing the purchases of materials, supplies, and equipment to that degree would stimulate the general level of employment and thus the general levels of business.

A further improvement, it is contended, would result. Credit is the all important source through which improvement of plant and equipment becomes possible. With net income at its present position—that of net deficit—credit is hard to get. Improvement of the net income position is thus essential, particularly if, as it is impliedly contended by the employees, such credit should be obtained not through borrowings but through seeking equity money.

Some of these savings, it is asserted, might be employed for the payment of interest charges not now being paid and thus, going into circulation through these channels, purchases as well as the general trend of business activity would be stimulated.

Factors such as these—reemployment of men due to the expansion of programs, stimulation of enterprise in other industries—would offset, it is claimed, any prima facie damage to our industrial economy that might be assumed to flow from reduced purchasing power resultant upon a reduction in wages. Indeed, the contention is made, that purchasing power of railway labor in the aggregate would be increased rather than diminished by approximation to the desirable equilibrium in the railroad industry between current income and current outgo.

Moreover the carriers contend a reduction in the wage rates of railway labor is just, for today, whether stated in cents per hour, dollars per week, or dollars per year, wages of railway labor are at the highest peak ever attained. At the same time the cost of living is considerably lower than it was in 1929 or in 1920, with the result that in respect of purchasing power labor has fared substantially better than money wage rates or weekly or annual earnings would indicate.

In 1920 average hourly earnings of employees involved in this wage dispute were 66.6 cents;²⁴ after the reductions made in 1921 and 1922, they were in 1923, 60 cents; by 1929 they had risen to 66.3 cents. In 1933, with the 10-percent deduction in effect, the average was 62.6, but, with the restorations made in 1934 and 1935, it rose to 69.6 cents in 1936. The corresponding figure for 1937 was 71.6 cents. For the first 6 months of 1938, when the increases granted in August and October of 1937 were fully reflected, the average was 75.9 cents.²⁵ Thus average hourly earnings for the first six

²⁰The elimination of reductions for Government traffic on land-grant railroads is urged by both the carriers and the men. It has also had the support of the Splawn committee. The increase in revenue thereby effected would amount only to \$7,000,000. The incidence of that increase, however, would inure to the benefit of the western roads where the problem of relief is particularly acute.

²¹As of September 1, 1938, 18.9 percent of the steam locomotives "on the line" were in bad order. The corresponding percentages for 1937 and 1929 were 14.5 percent and 7.0 percent. As of the same date 14.2 percent of freight cars "on the line" were in bad order. The corresponding percentages for 1937 and 1929 were 11.0 percent and 6.0 percent. Though conditioned by stored locomotives and surplus cars, some of this accumulated repair work, it is contended, needs to and would be done were wages not so high.

²²As of September 1, 1938, a total of 8,892 freight cars were on order, compared with 81,123 on the corresponding date of 1937. As of the same date, a total of 40 steam, electric, or Diesel locomotives were on order contrasted with 289 in 1937.

²³The carriers point out that whereas the reduction in the working force, exclusive of maintenance employees, from September 15, 1937, to September 15, 1938, was 65,972 persons or 11.4 percent, the reduction in maintenance employees was 105,163 persons or 18.9 percent.

²⁴These averages are compiled upon the basis of hours actually worked or held for work, not hours paid for. This figure is apparently for the full year of 1920. The rate increases awarded by decision No. 2 took effect as of May 1, 1920.

²⁵A lower figure of 74.6 cents, being the National Industrial Conference Board figure for a classification known as "railway wage workers," was also given for 1938 by carrier witnesses.

months of the current "recession" year were 21.2 percent higher than in the depression year 1933, 14.5 percent higher than in the prosperous year 1929, and approximately 14 percent higher than in 1920.

It is admitted that average hourly earnings change with changes in the composition of the working force, and the speed of trains, as well as with changes in rates of pay. During bad years economies are effected in maintenance and repairs, with relatively fewer employees in the shops and on the tracks, the average earnings of those who remain in employment being thereby somewhat increased. Due to the double basis of pay increased speed of trains tends also to increase hourly earnings. Investigation shows, however, that the difference between the average for 1938 and the average for 1929 has been so influenced by not more than 3 percent. Hence this factor is almost negligible, and thus substantially all of the hourly increase shown is real.

Since average hourly earnings chiefly reflect rates of pay, the carriers contend that much more meaningful to the issues raised in this proceeding are weekly earnings and annual earnings. These, they say, show what the workers actually get to meet their needs.

If we use for comparison the years used above and take the middle-of-the-month count of employees given by the Interstate Commerce Commission, average weekly earnings in 1920 were \$34.35; in 1923, \$29.93; in 1929, \$32.07; in 1933, \$26.10; in 1936, \$31.64; in 1937, \$32.63. For the first 6 months of 1938 the corresponding figure was \$33.73. Thus current weekly earnings are 3.4 percent larger than in 1937, 29.2 percent larger than in 1933, 5.2 percent larger than in 1929, and only slightly less than in 1920.

Most meaningful of all, the carriers contend, are annual earnings, for upon their amount and the cost of living the economic welfare of the worker depends. The average compensation per employee per year, arrived at by dividing the total compensation of employees other than executives and other classes not involved in this wage issue by the midmonth count, has been as follows for the years specified: 1920, \$1,796; 1923, \$1,561; 1929, \$1,672; 1933, \$1,361; 1937, \$1,702. The half year average for the first 6 months of 1938 was approximately \$900, or at the level of about \$1,800 for the full year. So, it is contended, in average annual earnings a very high peak is being attained.

Furthermore, the carriers' position is that dollars do not tell the whole story because as the years pass they vary in purchasing power. It is purchasing power of the dollars that counts. Since 1920, when the cost of living reached its peak for the more recent decades in the United States, the purchasing power of the dollar first increased greatly during the earlier twenties, then remained fairly constant until the depression years when it again increased greatly; i. e., prices fell sharply. Despite the fact that the low, represented by the index number 75.8 (1923-25 being 100), was reached in 1933, the cost of living has only slightly increased while wage rates have advanced proportionately more rapidly. The United States Bureau of Labor Statistics estimates the cost of living upon the 1923-25 basis as 80.7 in 1935, 81.6 in 1936, 84.3 in 1937, and 83.3 in June 1938. Thus if the Bureau's "cost of living" index is used, the average weekly earnings of \$33.73 in 1938 would have 4.4 percent more purchasing power than the \$31.64 had in 1936, 17.7 percent more than the \$26.10 had in 1933, and 25.7 percent more than the \$32.07 had in 1929. Such is the story for the last 9 years, put in terms of so-called "real wages" per week.

The carriers assert, "a movement of over 25 percent in real purchasing power of weekly earnings in a period of 9 years is a most unusual movement. * * * This advance of 25.7 percent in real wages within 9 years has taken place at a time in our history when other things have not been pursuing a normal upward course. In 1929 all things in general turned down. But in the face of that general depression we find these real earnings per week of railway employees showing this extraordinary rise contrary to all other trends."

The conversion of annual earnings into "constant dollars" would, of course, show exactly corresponding results, for yearly earnings are average weekly earnings multiplied by 52.2. Hence, in spite of subnormal industrial activity, distinctly higher standards of living, the carriers contend, have become possible for those who have employment opportunity in the railway service.

Not only, according to this contention, have the wages of railway employees increased and attained a new peak in 1938—both in terms of dollars and in terms of purchasing power—but, also, railway wages have increased more than have wages in industry in general. In support of this contention the carriers present evidence which may be briefly stated in part. National Industrial Conference Board figures show that the average weekly earnings of railway wage earners fell from \$31.71 in 1929 to \$25.56 in 1933, then recovered to \$31.29 in 1936, and finally advanced to \$33.35 in June 1938.²⁶ Data made available by this same organization show, on the other hand, that the average for males employed in different branches of manufacture fell from \$30.64 in 1929 to \$18.69 in 1933, then advanced to \$26 in 1936, only to fall back again to \$24.98 in June 1938.²⁷ Data drawn from the United States Bureau of Labor Statistics for all workers in all manufacturing and nonmanufacturing industries show that average weekly earnings fell from \$27.36 in 1929 to \$17.60 in 1933, then rose to \$22.75 in 1936 and to \$25.11 in 1937, but then fell back to \$22.24 for the first 6 months of 1938.

²⁶These data are drawn by the National Industrial Conference Board from the midmonth count of the Interstate Commerce Commission.

²⁷These data, as well as those of the Bureau of Labor Statistics, are based upon pay-roll counts.

Another exhibit, based upon National Industrial Conference Board data, presents average weekly earnings for railway workers and for male workers in 25 branches of manufacture. Comparing the average weekly earnings for 1929 with those for the first 6 months in 1938, those for railroad workers increased some 4.6 percent while, with one exception, those for factory workers decreased by percentages varying between 5.7 percent in the chemical industry and 42.3 percent in the iron and steel industry. The exceptional branch of manufacture was meat packing where the average rose from \$27.24 in 1929 to \$29.05 in 1938, or 6.6 percent. And parenthetically, it is remarked that in only the two branches of the printing industry were average weekly earnings in the first half of 1938 as large as in the railroad industry. In 20 of the 25 industries average weekly earnings were less than in the railway industry by \$5 or more per week. The average for railways was \$33.17—from the combined 25 branches of manufacture \$24.59.

The differences between the weekly earnings of railway workers and of others are explained partly by the longer week (43.2 hours) in the railroad industry, partly also by the less irregular employment there found, but largely by the fact that hourly rates are higher in this industry than in most others. The carriers contend that the wages paid by them are too high, as tested by what is paid other labor, by the incomes of farmers, and otherwise. The necessary limitations upon this report are such, however, that further detail of this nature cannot be summarized.

These are the considerations, briefly detailed, that the carriers urge as the justification for their proposal. Broadly stated, the argument is not only that the railroads are in a desperate financial condition, that for too long a time have sacrifices been demanded of ownership so that fairness attends this request of labor, but also that the proposal is not made in disregard of the existing level of wages of railway labor since, under the circumstances as they now exist, that level is too high when measured in comparison with wage levels elsewhere.

V. The Employees' Defense as Presented

There is general recognition by railway labor of the unfortunate plight of the railroads and their need for relief. Differences of opinion as between them and the carriers as to the condition of the roads as a whole at the present time are, for the most part, not to be found. Differences, however, exist as to the reasons that have been responsible for this condition and consequently differences exist as to where the incidence of the condition should be made to lie. Secondly, differences exist as to the way out for the immediate and the distant future. Thirdly, the employees contend that the method of dealing with the wage problem by reducing all wages horizontally 15 or even a lesser percent is regarded as unwise and as failing to meet the real needs of the carriers. Fourthly, increased productivity and increased responsibility has characterized railway labor in the last 18 years and these factors deserve their rewards in the form of increased wages and certainly not in the form of decreased wages. Fifthly, it is contended that business conditions are now rapidly improving, that the volume of traffic is increasing, and that consequently no justification exists for the present demand, whatever the conditions may have warranted at the time of its inauguration. Sixthly, the proposal for reduction is resisted upon the ground that it was conceived in unwise haste and without regard to the effect that it would have upon the prosperity of the country. Indeed, it is claimed the proposal would be an entering wedge for the initiation of general wage reductions in other industries. And, finally, a vital difference of fact exists as to the level and trend of wages in the railroad industry as compared with levels and trends in other industries, justifying resistance to the proposal. These positions are stated below at greater length.

Among the reasons for the present plight of the roads the employees recognize the effect of forces such as the development of competitive means of transportation and the relocations of industry. Part of the present difficulty, however, is alleged to arise from overcapitalization, the burden of fixed charges, and unwise financial practices in past years. Because of alleged overcapitalization, the decline in the rate of return upon "investment" receives little sympathy. Because of the burden of fixed charges, which are thought to be excessively high, the need of the roads to meet them is given little weight, and more extensive reorganizations are urged as in part the cure. Because of the alleged excessive and unwise distributions of dividends during the prosperous years, particularly in 1930, the consequences of such action, it is asserted, should not be visited upon labor in the form of a demand for lower wages.

These particular matters and their bearing upon the issues in this proceeding have been commented upon before. We need not rehearse that comment. We move instead to the other arguments that the employees have adduced.

The employees offer as the way out a broad and comprehensive program for the industry. They believe that, because of a general consciousness of the plight of the roads upon the part of the public and the Congress, the carriers with the cooperative effort of railway labor can succeed in realizing such a program within a relatively short time. This program has been outlined in detail. It involves two parts, one general in character, the other aimed at so-called preventable wastes.

Upon the general program unanimity between the carriers and the men is not to be found at all points nor, on many of the points, is there unanimity among the carriers themselves. Briefly, the unions pledge their cooperation to seek the following ends: (a) Increases in rates wherever practicable; (b) revision of the Government-lending policy to the roads to permit loans without, as at present, requiring the prior assent of the Interstate Commerce Commission, and to permit loans without security for the purpose of meeting the expenses of maintenance; (c) equality of treatment by the Congress of all forms of transportation, including not only equality insofar as regulation is concerned by regulation of other forms of transportation such as water carriers, by repeal of the long-and-short-haul clause of the fourth section of the Interstate Commerce Act, repeal of section 11-D of the Panama Canal Act, of paragraphs 19 to 21 of section 5 and paragraph 13 of section 6 of the Interstate Commerce Act, but also the discontinuance of Federal expenditures for the extension and

improvement of waterway and highway transportation where adequate railway transportation exists, and the imposition of charges on highway and waterway carriers sufficient to bring a fair return to the Government for its expenditures for the improvement of such ways; (d) the withdrawal of the Federal Government from participation in transportation in competition with private agencies by discontinuing the operation of such agencies as the Federal Barge Line on the Mississippi; (e) restatement of the rate-making rule so as to recognize the right of carriers to a fair return upon the value of their property; (f) amendment of the Interstate Commerce Act so as to give the Commission greater power over State rates; (g) amendment of the revenue act so as to exempt railroads from the undistributed-profits tax and so as to invalidate certain State taxes upon the intrastate operation and corporate existence of carriers, when such taxes are not paid for in current net earnings arising out of or reasonably attributable to intrastate operation; (h) surrender by the Federal Government of its land-grant privileges; (i) enactment of suitable statutes of limitations as to claims of shippers for reparation; (j) insistence that costs entailed in building bridges or approaches thereto resulting from the improvement of navigable waters should be made at Federal expense. No willingness to cooperate with the carriers was evidenced with regard to decreasing labor costs; to urging Congress and the State legislatures to refrain from enacting restrictive legislation such as full-crew bills, train-limit bills, bills specially limiting hours of service not required for safety, and similar measures; to amending the Railway Labor Act so as to alter the procedure before railroad adjustment boards. Upon the subject of consolidation, the unions state that generally they are opposed to consolidation except where particular proposals are shown to be in the public interest, are approved by the Interstate Commerce Commission, and have incorporated within them adequate provisions for the protection of labor.

Upon the particular program with reference to "preventable wastes," the claim is made that wastes aggregating \$1,000,000 a day are capable of being eliminated. Specifically this claim was advanced in this proceeding by Senator Wheeler, chairman of the Senate Committee on Interstate Commerce, who through a subcommittee of that committee has been investigating financial abuses alleged to have been practiced by the carriers. The Senator admitted that this estimate was not a "dollar by dollar detailed estimate," and furthermore admitted that no such detailed estimate could be made upon the information now before his subcommittee.

Among the "preventable wastes" set forth by the Senator are the following: (a) Elimination of the Pullman "monopoly" by the pooling by the railroads of their resources; (b) an attack upon the "monopoly" of the steel companies so as to bring about a reduction in the prices of products purchased by the roads, particularly steel rails; (c) pooling of efforts by the roads in the way of research that will lead to standardization in articles purchased and utilized by them; (d) concerted elimination of purchases by the roads from industries at favorable prices upon the understanding that thereby they will get for themselves the traffic originating from these industries; (e) delays in permitting roads to go into receivership resulting in deterioration of roadbed and equipment to a point where the costs of reconditioning become cumulatively excessive; (f) energetic prosecution of civil actions for damages by receivers and trustees against directors, officers, bankers, and others for mismanagement, fraud, or waste during the prereceivership period; (g) elimination of excessive fees and costs in reorganization proceedings; (h) elimination of purchases by railroads of stocks in other railroads; (i) elimination of the purchases of terminal properties and other land and property from large shipping interests for the purpose of getting the freight business of these interests; (j) elimination of loans for stock-market purposes by officers, directors, and person affiliated with the roads; (k) elimination of holding-company practices resulting in the depletion of the treasuries of the roads; (l) elimination of loans to shippers; (m) elimination of the allegedly excessive charges exacted by private-car lines; (n) control over the payment of dividends to stop imprudent distributions; (o) elimination of the payment of charges to investment bankers for fiscal agency services by the creation of a company to perform these services on a cooperative basis; (p) elimination of the alleged demoralization of operating railway officials because of the control exercised over them by so-called bankers; (q) more appropriate divisions of joint rates and charges.

In short, in these ways the railroads, the employees contend, should put their house in order before they entitle themselves to call upon labor to make further sacrifice.

The proposal to reduce wages is again attacked by the employees as unwise, in that it fails to meet the real needs of the carriers. A horizontal pay reduction of 15 percent would net the carriers, as a whole, estimated savings of \$250,000,000. These savings, however, would be distributable to the various roads in proportion to their pay rolls and not in proportion to their needs.

To illustrate their point, the employees divide the roads into three groups—those in receivership or trusteeship, those that are problem roads in the sense that continuing prosperity is a condition of their remaining above water, and those whose strength is such that even in these times of adversity no pressing need attaches to them.²⁸ The estimated savings of \$250,000,000 would be distributed among these three groups in the following fashion: Some \$60,200,000, or 24.1 percent of the total savings, would go to roads in receivership or trusteeship, roads that in 1937 had a net deficit after fixed charges of \$100,161,909. Some \$48,150,000, or 19.3 percent of the total savings, would go to a group of roads not in receivership or

²⁸It may be observed that something akin to this grouping was made by the Interstate Commerce Commission in Ex parte 123. The roads were there divided by the Commission into three groups: (1) The more prosperous lines, representing about 28 percent of the total mileage that it considered had no difficulty in earning their fixed charges even without increased rates; (2) a group representing about 42 percent of the total mileage whose ability under the then existing conditions of early 1938 to earn their fixed charges was highly questionable; and (3) the balance of roads in receivership or trusteeship. (See 266 I. C. C., 41, 65.)

trusteeship but which have been designated by Chairman Splawn as problem roads.²⁹ The balance, or \$141,650,000, representing 56.6 percent of the total savings, would go to roads not within these classes. It may here be observed that of this \$141,650,000 some \$92,150,000, or 36.9 percent of the total savings, would go to roads which have either had net income after fixed charges for every year from 1929 through 1937 or roads having such continuous net income except for a net deficit in the year 1932.³⁰ It may further be observed that of this \$92,150,000 some \$84,300,000 would go to eight roads within the above category, which eight roads would receive 33.7 percent of the total estimated savings to be produced by the proposed wage reduction.³¹

The fourth general basis upon which the employees attack the proposal is that it fails to recognize that the present wage scale is justifiable because of the increased productivity of railway labor and the increased responsibility that railway labor now is required to assume. In order to show the increased productivity of labor voluminous exhibits were submitted by the unions. They establish that the ratio of employees per mile of track operated, the ratio of hours worked per mile of track operated, the ratio of total compensation of employees per mile of track operated, have rather steadily declined during the last 17 years. Conversely the revenue freight ton-miles per employee, per hour of service, per dollar of compensation, have increased. Thus if the period 1929 to 1937 is taken, the revenue freight ton-miles per employee increased 20 percent, per hour of service increased 25.2 percent, per dollar of compensation increased 17.6 percent. Numerous other ratios tending to establish much the same general proposition were also brought forward. This lowering of the cost of labor's services, the employees insist, justifies them in their resistance to any wage reduction.

This position, the employees insist, is further strengthened by the fact that the proportionate cost of labor in relation to operating revenues has not advanced. The ratio that the wage bill bears to operating revenues and the ratio that other expenses bear to the same figure are set forth in the following table.

The railroad dollar¹

[Distribution expressed in cents per dollar of gross revenue]

	1931	1932	1933	1934	1935	1936	1937	1938 ² (6 mos.)
Total operating revenues.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Labor (exclusive of pay roll chargeable to capital account)	46.9	46.0	43.2	44.1	45.0	42.9	44.8	³ 48.9
Fuel (locomotive)	5.3	5.4	5.1	5.8	5.9	5.9	6.3	6.9
Material, supplies, miscellaneous.....	19.5	18.8	17.9	18.9	18.5	18.7	19.0	19.4
Depreciation and retirements	5.3	6.7	6.5	5.9	5.7	4.8	4.8	6.2
Taxes	7.3	8.8	8.1	7.3	6.9	7.9	7.8	10.4
Hire of equipment, etc.....	3.2	3.9	3.9	3.9	3.5	3.3	3.1	3.9
Total expenses	87.5	89.6	84.7	85.9	85.5	83.5	85.8	95.7
Net railway operating income.....	12.5	10.4	15.3	14.1	14.5	16.5	14.2	4.3

¹Bureau of Railway Economics of the Association of American Railroads.

²1938 figures added by employees.

³It will be observed that wages per dollar of operating revenue for the first 6 months of 1938 stand at a higher point than they have stood at any time since 1931, and, it is asserted by the carriers, since 1920. This ratio would, of course, be affected by the wage increases of 1937; it would also rise rapidly with a decrease in operating revenue not accompanied by a corresponding decrease in total pay-roll costs.

²⁹Employees' Exhibit No. 65 is used as the basis for developing the above ratio. That exhibit sets forth a series of roads, selected by Chairman Splawn of the Interstate Commerce Commission, as being roads that present problems more or less acute. Some of these roads are in the hands of receivers or trustees. Those not in such hands, which make up the 19.3 percent ratio mentioned above, are: (1) Eastern district roads—the Baltimore & Ohio, the Detroit & Toledo Shore Line, the Lehigh & New England, the New York Chicago & St. Louis, the Pere Marquette, the Virginian, the Western Maryland, and the Wheeling & Lake Erie; (2) Southern region roads—Atlantic Coast Line, the Gulf, Mobile & Northern, the Illinois Central, the New Orleans & Northeastern, and the Southern; (3) Western district roads—the Duluth, Winnipeg & Pacific, the Great Northern, the Green Bay & Western, the Kansas City Southern, the Kansas, Oklahoma & Gulf, the Midland Valley, the Missouri-Kansas-Texas, the Northern Pacific, the Northwestern Pacific, and the Texas Pacific. The Colorado Southern, which is included in the Splawn classification, is in this discussion regarded as part of the Chicago, Burlington & Quincy system. The unions in Employees' Exhibit No. 99 reduced the above ratio of savings distributable to the problem roads to \$24,875,000 or 9.9 percent. The problem roads there chosen seem, however, to be roads of their own selection. A fairer basis for consideration of the validity of the employees' contention is to take the Splawn selection.

³⁰The roads in this category are: (1) Eastern district roads—the Bangor & Aroostock, the Bessemer & Lake Erie, the Cambria & Indiana, the Chesapeake & Ohio, the Detroit & Toledo Shore Line, the Lehigh & Hudson River, the Monongahela, the Montour, the Norfolk & Western, the Pennsylvania, the Reading, and the Richmond, Fredericksburg & Potomac; (2) Southern region roads—the Alabama Great Southern, the Cincinnati, New Orleans & Texas Pacific, and the Louisville & Nashville; (3) Western district roads—the Atchison, Topeka & Santa Fe system, the Chicago, Burlington & Quincy system, the Duluth, Missabe & Western, the Lake Superior & Ishpeming, the Louisiana & Arkansas, the Southern Pacific Co., the Toledo, Peoria & Western, and the Union Pacific. Of the 23 roads enumerated above, 9 operated during the first 6 months of 1938 with a deficit and 14 operated with a net income after fixed charges. It should be noted that operations during the first 6 months of a year do not necessarily reflect the trend for a full year.

³¹These roads are—the Atchison, Topeka & Santa Fe system, the Chesapeake & Ohio, the Chicago, Burlington & Quincy system, the Louisville & Nashville, the Norfolk & Western, the Pennsylvania, the Southern Pacific Co., and the Union Pacific.

One additional buttress for the so-called productivity argument arises, the employees insist, from the constant decrease in the pay roll of the carriers. Substantially the same mileage, approximately the same tonnage, is moved over the rails today as in 1920 by approximately half the men. The midmonth count of the Interstate Commerce Commission shows 2,022,832 men in 1920 in railway employment, 1,660,850 in 1929, and 1,115,077 in 1937.³² These men, who have disappeared from the pay rolls of the roads, having been displaced in part by the introduction of modernized machinery and equipment, the employees sadly admit, are no longer the obligation of the roads. But they insist those who remain and now do the work of those who have left as well as their own should not be penalized by a reduction in wages. Labor, the employees insist, has during these years taken its sacrifice through unemployment and part-time work, but nevertheless has given more efficient service and shouldered increased responsibilities.

The record is singularly barren upon the issue of increased responsibility—a factor that was specifically referred to in title III of the Transportation Act of 1920 as being one of the elements that the Railroad Labor Board should consider in establishing just and equitable wages. The assertion is made that increased responsibility is not only an incident of increased productivity, but follows from the fact that modern railway operation calls upon men to move longer and heavier trains at higher speeds. Contrariwise, the carriers insist that increased mechanization and improved means of transport have meant that these operations certainly involve on the whole no greater responsibility or effort and may even involve less. The employees point to the hazards that attend the employment and to the high degree of skill that is required in most classifications as buttressing their contentions.

The position of the employees with reference to recent betterments in business trends and in the volume of traffic may be briefly stated. Attention is drawn to recent increases in the prices of industrial stocks, in the rate of operations in the steel industry, in electric-power production, the award of construction contracts, and the like. Particular attention is directed towards the increase in railway operating revenues for July and August over February—increases that neglect seasonal adjustments essential for comparison—and the recent rise in carloadings. That improvement, the employees insist, does not reflect the real gain these carloadings mean for the roads, inasmuch as the volume of carloadings should for comparison purposes with 1937 be increased by 8.8 percent—an increase equivalent to the increase in the average revenue per ton-mile of freight resulting from the rate increases granted by the Interstate Commerce Commission in *Ex parte 123*.

The sixth basis for the attack made by the employees upon the carriers' proposal rests upon the assertion that it was hastily conceived and without regard to the effect that it would have upon wage-level movements in other industries. The employees assert that management in such a vital industry as the railroads has a public responsibility to the welfare of the Nation as a whole and that this responsibility was not adequately discharged in this proceeding. In behalf of this contention, they assert that the proposal was shaped and advanced not by the principal executives of the roads but by the junior executives who composed the Carriers' Joint Conference Committee—"deck hands" as the chairman of that committee denominated them.³³ They assert that consideration was given by this committee and the railroad presidents, to whom they reported and who had the final say, only to the existing financial distress of the carriers and not to all those other factors, economic and sociological, that should have entered into as important a determination as was involved in the pending proposal.

In support of the assertion that wage reductions in other industries would follow as a consequence of a wage reduction in the railroad industry, the employees adduce little that can be called evidence. The subject by its nature is one that necessarily rests primarily upon broad general observations of past wage movements that may afford some basis for predictions as to the future.

In relating the proposal to the general prosperity of the country, two contentions are advanced. The first of these is that it is contrary to the present, sound national policy. That policy is to maintain wage rates and also to bring low wages up to a tolerable level. Wage reductions lessen the incomes of wage earners who are quick spenders. Their wages must be maintained in order to provide a market for goods produced. Bond interest and dividends, on the other hand, may or may not be spent or invested. If they are not spent, they do not provide a direct demand for goods and until invested they do not become a demand for labor, supplies, and equipment.

It is said that, while wages have been cut in a few unimportant cases, there has been no recent movement to reduce wages in industry. Wage advances made in 1936 and 1937 are being maintained. However, were wages in the railway industry reduced, a general wage-cutting movement would follow. As it spread, there would be uncertainty and confusion; wage earners would begin to economize in buying. Insofar as the movement succeeded, it would necessarily involve less spending by wage earners. In both ways such a movement would undermine buying power. Business in general

³²The midmonth count does not, of course, give the total number of men who annually receive pay from the railroads. That figure has been unavailable prior to 1937. In 1937 the Railway Retirement Board first compiled statistics in regard to these figures. That Board lists a total of 1,720,558 persons as receiving pay during 1937 from class I railroads.

³³According to the record the members of this committee were H. A. Enochs, chairman, chief of personnel of the Pennsylvania R. R.; H. D. Barber, general manager of the Erie R. R.; R. W. Brown, vice president of the Reading and Jersey Central lines; J. W. Smith, president and general manager of the Boston & Maine R. R.; J. A. Walber, vice president of personnel of the New York Central Ry. system; E. J. Connor, assistant to the president of the Union Pacific R. R.; H. E. Stevens, vice president of the Northern Pacific R. R.; L. B. McDonald, general manager of the Southern Pacific; F. L. Thompson, vice president of the Illinois Central; J. H. Aydelott, general manager of the Burlington; G. E. Bruch, assistant general manager of the Norfolk & Western R. R.; C. D. Mackey, assistant vice president of the Southern Ry.; J. R. Parish, assistant vice president of the Chesapeake & Ohio; R. C. Parsons, assistant vice president of the Louisville & Nashville R. R.; and H. D. Brothers, receiver of the Georgia Central R. R.

would be injured. And so would the railroads, for less buying would mean less traffic handled, and the temporary slump in traffic is the difference between 1937 and 1938 in the railway problem.

The employees insist that, from the contention just mentioned, it follows that a railway wage reduction, followed by wage reductions in industry generally, would bring further loss of jobs on the railroads. With reference to the carriers' contention that were wages reduced a part of the savings effected would undoubtedly be used for additional maintenance and repairs, the employees claim that such expenditures depend upon and fluctuate with traffic. They point out that there is no guaranty that any substantial part of the savings would flow back to them. Instead, the savings would go largely to pay fixed charges and dividends.

We pass now to the difference of fact as to the level and trend of railway wages as contrasted with levels and trends in other industries. The employees contend that, contrary to the statements of the carriers, railway labor has not fared well in respect of wages, whatever appropriate comparisons are made. The fairest figures to use, they insist, are hourly earnings which reflect directly rates of pay and show the so-called "burden on the industry." They show the cost per hour of time paid for in the service. Moreover, they avoid the exaggeration found in average weekly and annual earnings when figured upon a "middle-of-the-month count." Then, too, they avoid the effect of the longer hours of work which remain in the railroad industry but which have become increasingly exceptional in other employments.

The carriers' exhibits, it is contended, exaggerate the increase in average hourly earnings of the men in their service. If "total compensation" is divided by "total service hours"; i. e., hours paid for, this is the story. Starting with the second half of 1920, when the adjustment made by the Railway Labor Board in Decision No. 2 had come into effect, average hourly earnings were then 70.5 cents. With downward adjustments made by the same board, the averages fell to 60.0 cents in 1922 and 59.8 cents in 1923. The average then moved up slowly to 65.1 cents in 1929, and, with changes in the composition of the working force, reached 66.9 cents in 1931—which, be it noted, was 3.6 cents less than the hourly average for the last 6 months of 1920. With changed composition of the working force and the 10-percent deduction accepted in 1932, the average for 1933 was 60.9 cents, or 1.1 cents higher than "a low" 10 years before. With full restoration of wages made in 1935, the average advanced to 67.4 cents in 1936. Then with the increases granted in August and October 1937, the average for the last quarter of that year was 72.9. For the first half of 1938 it was 73.1 cents. Average hourly earnings were then 8.5 percent higher than in 1936, 20.0 percent higher than in 1933, 12.3 percent higher than in 1929, but only 2.6 cents, or 3.7 percent, higher than in the second half of 1920.

Though the figures for years preceding 1927 and those for 1938 are not wholly comparable, the employees contend, they tell the story fairly accurately. The earlier figures do not include any or all of the "time paid for but not worked" with the effect that the averages are increased somewhat, but the figures for 1938 is also increased because, it is contended, the proportion of shopmen, section men, extra gangs, and others among the less well paid in the reduced working force had substantially decreased.

At this point it may be noted that the employees object to any adjustment of wage or earnings figures as the carriers have made by figuring so-called "real wages." It is contended that no set of index numbers can properly measure the cost of living. All index numbers do is to show the behavior of prices through a period of time. They neglect, in the words of the employees, "the most important element in considering costs of living, and that is the added cost to the family of purchasing new items which have since come into the customary standard of living of wage earners."

As illustrative of this contention the work of the Heller Committee was brought to our attention. This committee, after investigations of actual consumer behavior, figured health and decency budgets for 1929 and 1936 in view of prices in the San Francisco area. With some items readjusted in the light of consumer behavior and with "used car," union dues, and incidentals added to the list, the budget figure obtained for 1936 was \$2,001.72. The budget figure for 1929, when prices had been higher, was \$1,936.05.³⁴

As already stated, the employees regard average hourly earnings as the most significant fact. Average weekly earnings, they contend, involve questions of the length of the workweek and regularity of employment. Average annual earnings, they likewise contend, involve these same questions and also the question of how many men are attached more or less securely or insecurely to the industry and ought to be counted in figuring the average. If the midmonth count is used, and executives and officials excluded, the average annual earnings per employee on class I railroads (switching and terminal companies excluded) were \$1,794 in 1920. In 1929 the average was \$1,704. After falling to a low of \$1,399, in 1933, it rose to \$1,736 in 1937. Though the figures differ slightly, the general trend shown by the figures drawn from the midmonth count by the carriers and the organizations is not different. Annual earnings in 1937 were slightly less than they were in 1920. In 1938 they are somewhat higher. But, it is said that the midmonth count does not depict the matter altogether accurately. If all on the pay roll for a pay-roll period were taken as the count, as is done in some instances, the resulting average would be a smaller one. For railways a monthly pay-roll count is now possible. If it is used, the average annual compensation arrived at for 1933 would be \$1,249 instead of the \$1,399 resulting from the use of the midmonth count—a difference of \$150. For 1937 it would be \$1,567 instead of \$1,736.

³⁴In reciting the employees' contentions based upon the Heller Committee, the Board naturally does not subscribe to or dissent from the results arrived at by that study.

That average yearly earnings depend in large measure upon the count of employees used as a divisor is illustrated by a tabular report recently made by the Railroad Retirement Board. During the year 1937 wages were credited to 1,720,558 persons who performed "some railroad service" on class I railroads. Reporting up to \$300 per month in each case, the total compensation reported was \$1,894,959,000, or an average of \$1,101 per person. The carriers, in their reference to this publicized report, take the position that the summary report cannot be relied upon inasmuch as it includes Canadians whose service brings them across the border, in which cases only an appropriate part of their earnings are reported, casuals shoveling snow a day or so, persons employed only a part of the year because of retirement, quitting, or discharge during the year, and perhaps others who were hired to fill the places vacated by them, also those who became sick or disabled, etc. They contend that only those who worked, say, at least part of the time during 11 or 12 months of the year should be counted. The 904,636, or 52.57 percent of the total number, who worked in each of the 12 months received, with excess over \$300 per month not subject to report, a total of \$1,598,029,000, or an average of \$1,766. If the 64,955 who worked more or less during 11 months of the year are added in, the total becomes 969,591, their reported compensation \$1,678,051,000, or an average of \$1,731. This corresponds, the carriers point out, rather closely to the average based upon the middle-of-the-month count.

The employees are, however, of the opinion that many more than the 969,591, who worked in as many as 11 months during the year, were attached to the railroad industry and must be counted. They suggest that if all persons earning less than \$150, which would have deprived them of the right to benefits under the newly enacted Railroad Unemployment Insurance Act, and also all of those who worked in only 5 months or less (6 months or more would generally give seniority rights), a more reasonable figure would be obtained. The average earnings for the year would then be approximately \$1,562. While contending that this figure is still too high, the employees regard it as being a more reasonable estimate of average annual earnings than that obtained by the middle-of-the-month count.

But while averages portray significant facts, they are said not to reveal other facts of tremendous significance. The report of the Railroad Retirement Board shows that in addition to the 1,364 persons excluded above as earning less than \$150, there were 2,329 others who, though working more or less in each of the 12 months in 1937, earned less than \$300, 10,050 who earned less than \$500, 45,618 who earned less than \$750, 130,375 who earned less than \$1,000, and 240,089 who earned less than \$1,300. Put in percentages, and again excluding from the computation all who earned less than \$150, 0.3 percent of the employees who worked in each of the 12 months earned less than \$300, 1.1 percent less than \$500, 5.1 percent earned less than \$750, 14.4 percent earned less than \$1,000, and 26.6 percent earned less than \$1,300, which is far less than is required to cover a health and decency budget. Or to take occupational differences, extra gangmen and section men who worked more or less in each of the 12 months averaged only \$889 and \$850, respectively. The employees point out that it is to such earnings as well as to the higher earnings of the more fortunate among the employees that the carriers propose to apply a 15-percent reduction.

Contrary to contentions of the carriers, the employees assert that since 1920, or since 1929, or since 1933, or since 1936, railway wages have increased less than have wages in general. The changes in average hourly earnings of railway employees for these particular years have been shown above. If the findings of the National Industrial Conference Board relative to average hourly earnings of railway wage earners and of employees in 25 manufacturing industries are taken, the index numbers in columns 1 and 2 of the following table are obtained:

Average hourly earnings of railway employees and of employees in 25 manufacturing industries, 1920-38¹

Year	Average hourly earnings of wage earners in 25 manufacturing industries (Index: June-December 1920=100)	Average hourly earnings of wage earners, class I roads (Index: 1920=100)	Year	Average hourly earnings of wage earners in 25 manufacturing industries (Index: June-December 1920=100)	Average hourly earnings of wage earners, class I roads (Index: 1920=100)
1920	¹ 100.0	¹ 100.0	1930	97.2	94.4
1921	86.5	91.7	1931	93.1	95.8
1922	² 81.5	84.5	1932	82.2	88.4
1923	89.3	84.2	1933	81.0	88.4
1924	92.7	85.3	1934	95.9	89.5
1925	92.6	87.1	1935	99.0	96.8
1926	93.7	87.5	1936	101.8	98.1
1927	95.0	89.4	1937	114.2	101.1
1928	95.5	90.8	1938 ³	118.0	107.2
1929	97.4	92.8			

¹National Industrial Conference Board.

²Average of 7 months.

³Average of last 6 months.

⁴Average of 6 months.

⁵First half, 6-month average.

These figures, the employees assert, almost speak for themselves; little comment is required. Upon these trend figures the unions bring out that in general the wages of railway employees have moved up or down after wages in manufacturing industries have moved up or down and that they have changed less than have wages in manufacture. As to trends, railway hourly earnings were lower in 1929, as compared with other industrial plants, than in the basic year 1920. The contrary was true in 1931 to 1933, but it remained true only in these years of acute depression. Hourly rates in manufacture had attained the 1920 level by 1936; they did not do so in railway employment until 1937. The advance from 1936 to 1938 was greater in manufacture than in railway employment, the advance in the one case being 15.9 percent, in the other 9.3 percent. In the first 6 months of 1938, railway average hourly earnings were 21.3 percent higher than in 1933; and in manufacture, 45.7 percent higher. The corresponding percentages for 1938, as compared with 1929, were 15.5 and 21.2. If 1938 is compared with 1920, hourly earnings had increased 7.2 percent in the railway industry, 18 percent in the 25 branches of manufacture.

In connection with the increases secured in August and October 1937, the employees point to increases granted in industry generally. Data for 106 manufacturing industries (including building construction) provided by the United States Bureau of Labor Statistics, industries that employed some 8,566,400 wage earners in May 1937, show that the average hourly earnings in October of that year were 66.6 cents, as against 57.3 cents in October 1936, an increase of 16.2 percent. The average hourly earnings in railway employment in October 1937, after the increases had become effective, were 72.2 cents, as against 66.6 cents in October 1936, an increase of 8.4 percent.

The fact that wages in the railway industry since 1920 have not increased as much as wages in other industries would lead one, it is said, to conclude that they are not high relatively, for in 1920 the Railway Labor Board, after considering all available data, adjusted wages in the light of all the criteria set down in the Transportation Act. It is contended also that comparison of hourly earnings of railway labor as a whole or of hourly earnings of the several occupational groups involved with the hourly earnings of wage earners in other comparable industries or occupations would lead one to the same conclusion.

Comparisons are made of rates of pay per hour of occupational groups of railway employees with rates of pay of allegedly comparable groups employed by the Tennessee Valley Authority and the United States navy yard. The details need not be set out. Suffice it to say that the rates paid by these Government organizations are distinctly the higher. Average hourly earnings in 9 out of 26 industries reported on by the National Industrial Conference Board were in excess of 75 cents per hour during the first half of 1938 and higher than the average hourly earnings of railway employees. These industries are the chemical (75.1 cents), heavy equipment (75.6 cents), book and job printing (78.2 cents), electrical (80.3 cents), agricultural implement (80.4 cents), iron and steel (82.7 cents), rubber (83.8 cents), automobile (93.6 cents), and the news and magazine printing (94.8 cents). Similarly, average hourly earnings are shown by the United States Bureau of Labor Statistics to be more than 75 cents in some other industries than those mentioned among the 106 for which data are available.

These are the chief considerations advanced by the employees, which, in their turn, must be weighed against those that have been advanced by the carriers.

VI. Findings and Recommendations of the Board

At the start it must be remembered the issue before this Board derives from the specific proposal to reduce wages horizontally by 15 percent, and that, therefore, the concern of this Board is with the wage problem. The wage issue, however, has been precipitated primarily by the financial needs of the carriers, so that the disposition of that issue involves some consideration of the railway problem as a whole. But it is not the function of this Board to point the answers, such as there may be, to the railway problem as a whole. Other authorities and other bodies, more experienced than this Board, have that problem before them for general consideration. On the other hand, it is the function of this Board in the light of its understanding of the stresses and strains to which the railroad industry now is subject to consider the desirability of affording some measure of relief to the carriers by reduction of their labor costs.

1. GENERAL CONSIDERATIONS

Proposed legislative programs.—The Board has had presented to it programs, more or less specific, for the relief of the railroad industry.

These programs have been offered as alternatives to the present proposal. Whatever their ineffectiveness may be in affording the "quick financial relief" which the carriers claim is their present need, the evidence before the Board has impressed it with the necessity that now rests on Government for a complete and thorough-going reconsideration of the relationship of the railroad industry to our national well-being. In 1920 a new attitude and a new approach to that problem was taken by the Federal Government in light of its experience with the railroads during the period of Federal control. Some of the hopes then held, indeed even written into the Transportation Act of 1920, have failed to bear fruit. Cooperation on a national scale by the carriers in and of the industry as a whole, has not been forthcoming to the extent that was then anticipated. Nor, men being what they are, is it likely to be forthcoming without effective implementation by the Government.

Since 1920 particular problems of the railroads have engaged the attention of the Government, and changes, frequently of much importance, in regulative powers and attitudes have been made. But consideration of the problem as

a whole has not engaged the attention of all those forces of industry and government that should have a deep concern with its issues and its implications. The demands made upon Government in recent years with respect to other matters, important and deserving of the absorption of time and energy, have tended to leave the railroad problem in the background of our national thinking. But one dare no longer let it rest there.

The hearings before this Board have thoroughly impressed it with the fact that both carriers and railway labor have now a vital and common concern in the working out of an adequate, national transportation policy. Both cooperation and imagination can be expected to be forthcoming from railway labor as well as from the carriers. Whatever may be the disposition of this present proceeding, the existing willingness to work together for what is fully realized to be a common end dare not be lost by strife over a question essentially small in the light of the ultimate benefits that are bound to accrue from some better answer to the general railway problem.

One cautionary word, however, deserves to be said. Concern over the railroads is tripartite in character. To the interest of management and of the men must be added the interest of the public. In some of the proposals that have been advanced, the public interest seems not to have been fully appreciated. It must be remembered that it is this third party that in the last analysis supports the entire structure, for the railroads exist for the public and not the public for the railroads.

With regard to the possibilities for ultimate relief to the roads through governmental action, this Board is not so experienced as to be able to add materially to the proposals already made by governmental authorities. Nor does its experience entitle it to anticipate the program which it hopes will eventuate from the committee recently selected from management and from the men. It is hopeful, however, that through the development of an adequate but not improvident credit policy, aid can be made available in those quarters where aid is most needed. It is hopeful that revision of existing reorganization procedures will make easier the task of fitting capital structures not to hypothetical valuation but rather to real possibilities of earning power. A recognition by the Congress and the courts that national policy for the adequate promotion of the railroads demands reasonable sacrifices on the part of ownership would do much to make reorganization a real rebirth and not a mere temporary compromise between creditors and equity owners. This Board is also hopeful that the outlines of a more vigorous, more farseeing financial policy can be pursued by management with the cooperation of Government so as to avoid not only the financial losses of the past but also the creation of corporate structures with too little flexibility inherent in them to permit them to survive a period of declining business activity. These and kindred considerations, it is true, do not promise the "quick financial relief" offered by a wage reduction. Some of the proposals, however, foreshadow relief in the not too distant future. And others, though the relief they may afford will take longer for realization, have, perhaps, an ultimate significance to the welfare of the railroad industry of such importance that their realization should not be jeopardized by discord between men and management over the means for securing immediate relief. Both men and management must realize that after this Board shall have discharged its function, whatever its decision, they will still be living with the railroads. Their livelihood, their success, will depend upon how ably each can grasp the problem of the other.

Prevention of "wastes" as a substitute for wage reduction.—It was asserted before the Board that wastes aggregating \$1,000,000 a day could be prevented and that the pursuit of such a course by the carriers would obviate the need for effecting savings through a wage reduction. It was admitted, as has been noticed before, that the estimate in this connection was not a detailed one but rather in the nature of an informed guess based upon testimony before the subcommittee of the Senate Committee on Interstate Commerce.

That savings of a large nature can be made by attention to some or all of the matters contained in the program advanced to eliminate preventable wastes may be admitted. Every industry undoubtedly, as Government itself, commits waste because the problems of administration must rest in human and fallible hands. That those wastes can progressively be prevented must be true, for otherwise little hope would remain for the advancement of the art of management. But prevention of these wastes will involve wholehearted constructive effort over a period of years. If demoralization exists in human institutions, its elimination is most often not a matter of legislative enactment but of the slow rebuilding of the human spirit. Many of the suggestions entail other than governmental action, unless we conceive the railroad problem in terms of governmental management rather than governmental regulation. The elimination of these wastes, necessary though it may be, thus affords little in the way of a solution for the pressing problem of immediate relief. Their existence, if such be the case, has relevancy only as to where the burden of immediate relief should be made to fall.

One further observation may be made in this connection. The testimony adduced before the subcommittee does reveal noticeable incidents of mismanagements resulting in losses to individual systems in the industry. These losses have, of course, occurred, and no action can effectively restore them. Prevention of their recurrence is not the equivalent of restoration. But notice must be taken of the claim made in this connection that if these losses are properly chargeable to any one group, that group is ownership rather than labor.

Upon the extent and the amount of such losses, this Board can express no opinion. Whether or not such losses as have attended the management of certain roads are sufficiently characteristic of the industry to make it justly chargeable against the industry as such and to require of ownership further sacrifices before some sacrifice is demanded of labor, is a generalization in which this Board cannot indulge. Neither findings nor recommendations have yet been made by the subcommittee of the Senate Committee on Interstate Commerce. This Board cannot rightly be asked to weigh voluminous testimony not taken before it and which is still in the process of being weighed and digested by that subcommittee.

Restrictive legislation.—The carriers, during the course of this proceeding, have complained of increased operating expenses from the attitude of railway labor in sponsoring full-crew bills, train-length bills, bills to limit hours of service beyond the requirements of safety, and similar legislative proposals. Their complaint has not been met favorably by the employees.⁴⁵ Their attitude with reference to these measures springs mainly from the employees' concern over the declining trend of railroad employment. Part of that decline—perhaps a major part—is due to the general decline in the volume of traffic that is still held to the rails. Some part, however, is due to improvement in plant and equipment, the technological improvements that operate to displace labor. The social problem of unemployment resulting from technological development is common to most industries. It admits of no simple answer. The legislative proposals complained of are, in part, the answers that the employees are seeking to make to the problem of technological unemployment. The answers that can be made must of necessity be partly without the industry itself and partly within it. But we believe that such answers as can be made to it within the industry should flow from the processes of collective bargaining between the carriers and the men, not by resort to legislation. The problems of technological unemployment are, indeed, part of those "working conditions" which the Railway Labor Act of 1926 sought to have worked out through negotiations and mediation between management and men.

2. OBSERVATIONS ON SUBSIDIARY MATTERS

In order to move forward in an orderly fashion, it is desirable to make some observations on certain matters subsidiary in character to the main issue.

The Relevancy of the increased productivity of labor.—There has been increased productivity of railway labor. This may have resulted from several causes, among them increased efficiency of the employees and modernization of plant and equipment. Insofar as the increased productivity is shown to have resulted from the increased efficiency of labor or to have caused heavier responsibilities or sacrifices to rest upon the employees, this should be recognized in their compensation. Insofar, however, as the increased productivity is shown to have resulted from the efficiency of management or from investment of capital in modernized plant and equipment, that is not true except as additional sacrifice or responsibility is incidentally imposed upon the workers. Rather, such gain should go to the carriers insofar as necessary to yield a fair return, beyond which it should go to the public through better service and lower charges.

While there is much evidence of capital sunk in modernized plant and equipment,⁴⁶ there is no evidence relative to any change in the efficiency of labor. Moreover, while there is much evidence of more powerful engines, greater speed,⁴⁷ and larger trains, there is nothing to show that more skill or more effort or more responsibility is required of the employees. The displacement of employees by technological improvements must be recognized as fact, but it has not been recognized that the wages of those who remain in employment should be high because others have been laid off or discharged.

Thus we are unable to derive much aid from data relative to the growing productivity of labor. Evidence as to the mainspring of that increase is lacking, while evidence as to the absence of distributable profits is more than complete.

Relevancy of the cost of living.—The cost of essentially the same "basket" of goods changes naturally with changes in prices. Cost-of-living indexes, such as the index provided by the United States Bureau of Labor Statistics, are designed to measure costs from quarter to quarter and from year to year as prices of the articles and services finding place is essentially the same "basket" change for one reason or another, up or down. Such indexes are valuable for certain purposes. At the same time, there is merit in the position taken by the employees in their opposition to the figuring of "real wages" on the basis of cost of living over a considerable period of years, such as 1929 to date, and to the application of the results in a downward readjustment of rates of pay. Consumption studies clearly show that "normal wants" change, and also become more numerous with the play of many forces upon consumer habits, especially in a democratic country like the United States. We cannot therefore rely too much upon the cost of essentially the same "basket" in measuring the needs of the families of wage earners. Yet we are inclined to believe, that, on the whole, wage earners and other consumers with the same incomes find that as spent these incomes go somewhat farther today than in 1929 or in 1920 in meeting their normal wants. And, of course, changes in consumer habits have changed little within the last 12 months, during which the very slight change in the cost of living has been downward. These facts become relevant, however, only when a reduction of wages is justified on other grounds. For all consumers as well as railway employees have benefited more or less from any substantial reduction in the cost of living over a period of years.

Comparative relevancy of average hourly, weekly, and annual earnings.—In support of their demand for a wage reduction, the carriers emphasize weekly and annual earnings. The employees, on the other hand, regard these as not the really appropriate data and make their defense against a wage cut on the basis of hourly earnings.

Average hourly earnings are obtained by dividing compensation received by hours paid for. They are definite and presumably accurate. Moreover, they reflect rates of pay directly and also show what is paid for a unit of service. They do not, however, show fully the attractiveness of jobs or what the workers holding jobs will have to meet their needs. Other

⁴⁵Mr. George Harrison in his testimony relating to the possibility of working out a joint program with the cooperation of men and management refused to accept the suggestions of the carriers that the men should help in getting Congress and state legislatures to refrain from passing legislation of this nature.

⁴⁶From 1921 to 1937 gross capital expenditures of \$9,570,875,000 have been made.

⁴⁷Some portion of the benefits derived from these increases have gone to that group of railway labor whose rates of pay depend upon the double ratio of distance run and time consumed.

things equal, weekly and annual earnings are superior for they show what jobs yield through a period of time. But, as is illustrated in this case, weekly and annual earnings frequently give rise to questions of accuracy and comparability.

Because of the records of the Interstate Commerce Commission, the mid-month count has been used in the preparation of most of the weekly and yearly earnings before the Board. Some exhibits involve comparisons of earnings so figured with earnings figured on the pay-roll count (weekly, bimonthly, monthly) usually employed in industries other than the railroad. It is admitted that the mid-month count has the effect of providing relatively high earnings figures but it is said that this effect is negligible.⁸⁸ Though the mid-month count is more than a count of those at work on a given day, it is a conservative count and causes certain weekly and annual earnings to be as reported not readily or wholly comparable.⁸⁹

In the second place, the comparability of weekly and annual earnings is affected by differences between the length of the standard week in the railroad industry on the one hand, and in industry in general. While in recent years, say since 1929, the standard week in most industries has been considerably shortened, that is not true in the railway service.

In the third place, comparability of weekly earnings is affected by hiring, lay-off, and share-the-work policies. Here it suffices to say that with seniority rules, widely observed in railway employment, lay-offs are more likely to occur than in many branches of manufacture where the work is regularly shared in some way or other. The number of employees reported is affected, and hence the average of weekly and annual earnings reported. It may well be that the average earnings reported since 1929 for railway employment and for industry in general, and also for specific branches of manufacture, have been materially affected in such ways as this.

For these reasons the Board places main reliance upon average hourly earnings when drawing conclusions concerning trends and comparative levels of pay. In connection with comparative levels of pay, it will, however, discuss comparative regularity of employment as a factor to be taken into account. But before presenting its findings concerning these matters, a statement should be made concerning the yearly earnings of railway employees, for one reason because of very different statements and beliefs concerning what they are.

The Board has in its evidence, for example, \$1,702 as the average earnings of railway employees for the year 1937. This figure is obtained by dividing total compensation by the number of employees as shown by the mid-month count, the data deriving from the reports of the Interstate Commerce Commission. On the other hand, the report of the Railroad Retirement Board on compensation (any excess over \$300 per month not being included) paid each of the 1,720,558 persons who performed some railroad service on class I railroads give the figures for 1937 that show an average of \$1,101. This is admitted to be too low a figure, for it is distorted by the inclusion of only an appropriate part of the earnings of those employees whose operations carry them across the border, by not allowing for the usual attrition in employment, said to be around 5 percent, by the inclusion of casuals in the count, and by other factors. What would be a proper count of the men "attached to the industry" remains a matter of judgment. If, however, the compensation of all persons who worked in 6 months or more of the 12 is taken and divided by the number of such persons, the average for 1937 was \$1,553, which is \$14 less than an average obtained by dividing compensation by the monthly pay-roll count of the Interstate Commerce Commission. But, if the data used include all persons who worked in 4 or more months and earned not less than \$150, the average was \$1,445.

It is the opinion of the Board that any one figure said to show the average yearly earnings of railway workers has rather less significance than such averages usually have. For, as regards rates of pay, there are very different classes among railway employees and their work opportunities vary because of the nature of the industry. Upon examination of the data presented the Board finds that among the attached workers who worked for the railroads during 6 months or more, there was a great disparity of earnings in 1937, a fairly good year. The general average, as has been pointed out, was \$1,553. But of the workers who worked in 6 months or more one-quarter of them earned less than \$911. At the opposite extreme, one-quarter of these attached workers earned \$1,953 or more during the year. In between, there were one-quarter who earned between \$911 and \$1,433, another quarter who earned between \$1,433 and \$1,953. It is clear that, as earnings of wage-earners go, \$1,950 or more was unusually good for 1937. It is equally clear that earnings of \$911 or less per year, received by one-quarter of the attached railroad workers, whether explained by loss of time or by rates of pay, were quite different from the point of view of family needs.

⁸⁸It should be noted that earnings reported for 1937, and based upon the mid-month count, correspond very closely to the average of \$1,766 reported by the Railroad Retirement Board for those employees who worked in each of the 12 months of 1937.

⁸⁹"Annual average earnings computed from Interstate Commerce Commission data, particularly when the mid-month count is used, tend, therefore, to be too high in relation to actual annual earnings. This discrepancy increases in years when unemployment is widespread and the number of men furloughed is disproportionately large. On the other hand, part time due to short hours per day or per week is reflected in the average obtained by using the mid-month count of employees insofar as these part time workers are included in the count, irrespective of whether they happen to be working on the day the count is made. Because the averages obtained by using the entire Interstate Commerce Commission mid-month count are higher than actual earnings, Commission statisticians have warned against their misuse, and the averages are no longer published for occupational groups in the summaries of the Commission's wage statistics. Because no other comprehensive series of railroad wage data have been available, these averages have frequently been used to represent actual earnings nevertheless." Annual Earnings of Railroad Employees, 1924-33, Section of Labor Relations, Federal Coordinator of Transportation (1935), pp. 80-81. Actual annual earnings from 1924 to 1933 ranged from 91.4 percent to 96.7 percent of the Interstate Commerce Commission figures.

3. DETERMINING FACTORS IN THE CASE

The present financial distress of the carriers and their doubt as to immediate relief being obtainable through governmental action raises, as a first consideration, the validity of certain criteria used in similar wage controversies in the part. It will be remembered that in Decision No. 147 and in subsequent decisions the Railroad Labor Board reduced the wages of railroad labor and as one of its governing reasons recited the acute decline in business activity.

How far decline in net income and reduction in the rate of return should justify wage reductions in an industry raises problems of vast import. In this particular proceeding the issue of reducing wages below what is now regarded as a minimum "living" wage is not involved. Since the passage of the wage-and-hour law, the payment of a minimum "living" wage is now a condition of industrial operation. That condition is equally applicable to the railroad industry, so that no action can be taken by the carriers, whether or not warranted by our decision, to reduce any wage below those standards that are prescribed by law.

Nor need we consider the problem stated above except insofar as it affects the railroad industry. That industry differs from others in many respects. It differs in that its well-being is constantly a matter of national concern. The maintenance of adequate and efficient transportation by rail is thus essential not only for national defense but also for the promotion of the normal ends of peace. Its operation has not yet led to a policy of general governmental subsidies nor of governmental ownership and operation. Both the carriers and the Government thus far hesitate to take those steps⁴⁰ and our conclusions must have reference to these limitations.

The railroad industry, moreover, differs again in the nature of the charge it exacts for its product of transportation. In 1923 in the *New England Division Case* (261 U. S. 184, 196), Mr. Justice Brandeis pointed out that the fixing of rates and charges for a national industry such as the railroads was a function not unlike revenue legislation, inasmuch as these rates and charges, which are absorbed generally by the whole public, were to that degree the equivalent of direct and indirect taxes. An increase in rates on particular products, like a tariff on those products, means the imposition of the equivalent of a tax burden upon the group, producer, and consumer, that continues to use that product.⁴¹

The same aspect characterizes the wages of railway labor and the return that the industry can make upon its invested capital. Reduction in these wages or reduction in that return means that specified groups are being indirectly taxed to keep the roads running.

Invested capital by its very nature is subject to this risk of "indirect taxation." In the rate of return that it expects, whether as money lent or as equity money, the risk of loss is calculated. Wage rates, however, rarely have such an element present in their fixation. Reduction in the rates of railway labor to meet either an emergency or a permanently depressed situation thus raises sharply the issue of whether railway employees as a group should be indirectly taxed to keep the roads running upon a specified level of equipment and service and upon a basis that will afford a moderate return on investment.

Governmental subsidies to an industry present the same aspect. If as loans they succeed in eventually liquidating themselves, the cost involved to the public rests primarily upon the difference between the governmental loan rate and the commercial rate and upon the temporary strain that may be put upon the credit position of the Government by the fact that until paid a loan presents an element of risk. If such loans fail to pay themselves out, the loss entailed is similarly an indirect tax upon the public, though as such it falls not on one class but the public.

These considerations bear upon the issue presented by the contention that the inability of the railroad industry to pay should not be permitted to affect the wage level.⁴² It should be observed in passing that to reach this issue as an ultimate test, the lack of ability to pay has ceased to be attributable merely to unwise management and the unwise financial policies of the past. When ability to pay still exists, either by levies upon capital or otherwise, and a present inability to pay out of current income is due to conditions for which management is responsible in any blameworthy sense, then that

⁴⁰See Message of the President to the Congress of the United States of April 11, 1938, transmitting his recommendations for means of immediate relief for railroads (H. Doc. No. 583, 75th Cong., 3d sess., p. 2.)

⁴¹Similar considerations seem to underlie Commissioner Eastman's concern in Ex parte 123 that noncompetitive traffic is being taxed to support competitive and unremunerative traffic. See 226 I. C. C. 41, 153.

⁴²The position has been taken by several emergency boards that the inability of an individual road to pay should not of itself justify a reduction in wages. The ground of decision in these cases has always been that such a reduction would threaten the standardization present in the railway wage structure—a standardization that has been the result of years of collective bargaining. Their lack of relevancy to the present case is apparent. Cf. Report of Emergency Board of July 26, 1933, In re Louisiana, Arkansas & Texas Ry. Company.

inability to pay is hardly to be compensated for by demanding a reduction in standardized wages or labor costs. How far this situation characterizes the railroad industry cannot be accurately estimated though undoubtedly some of its elements are present in more or less degree. But because the solution of the issue raised in this proceeding cannot be predicated upon such a simple and narrow base, we consider the merits of the carriers' proposal upon the broader base that their inability to pay derives from nonblameworthy sources.

The problem of the relationship of ability to pay to the wage structure, in our judgment, possesses two aspects. The first concerns the ability of an industry to pay from a long-time standpoint. This aspect of ability to pay must have its repercussions upon wage rates. An industry's ability to pay has always been a factor in increasing wages. It was so in the negotiations surrounding the wage increases of 1937. Though increasing wages and reducing wages are not merely two sides of the same problem, it must be realized that dollars are needed to pay wages, that capital requires at least a moderate return, and that in an industry such as the railroads, indirect taxation of the public through tariffs and charges through subsidies and grants has its practical limitations.

It may well be argued, however, that those limitations upon indirect taxation cannot justifiably be said to have been reached if wage rates in the railroad industry do not fairly reflect wage rates for comparable work elsewhere. The obligation that the Nation must assume to provide itself with an adequate national transportation system may arguably be said to carry with it the implied obligation that in that system labor must receive fair and equitable treatment. Nor is this situation altered by the fact that it may be true that the railroads are in a position of continued declining revenues due to the effects of competition and permanent relocations of industry. A waning industry, if such it be, still can be arguably said to be a matter of national concern and to impose therefore certain national obligations.

This aspect of the problem of the ability of an industry to pay is, however, in our judgment, not presented by the instant proceeding. We say so because we must start from the position that the wage agreements of 1937, which were voluntarily entered into by the carriers, were rested upon the judgment of the industry that the rates therein prescribed could be supported by the industry upon the prevailing volume of traffic or upon a volume not greatly higher. Furthermore, since then—March of 1938—increased rates were granted the carriers by the Interstate Commerce Commission in order to meet, in part, rising operating expenses arising out of the increased wages. Since October 1937, the time of the last wage increases, traffic conditions have fared badly, but nothing has appeared since that date which gives a basis for concluding that there has been a permanent undermining of railroad revenues.

This leads to a consideration of the second aspect of the problem of the relationship of the ability of an industry to pay to its wage rates. This concerns inability to pay arising from short-time trends. Sudden crises of short duration frequently overtake industries. They may be more or less severe and more or less localized in various units of the system. They may bring with them bankruptcies and insolvencies, and permanent losses to invested capital. But in such a situation it would be well to adhere to the principle that normally the shock of these crises must be taken up by ownership and not by the wage structure. Ownership, as has been observed before, is adapted to derive the benefit of sudden increments; it is equally right that it accept the burden of short crises. Wage structures change more slowly, rising only after fairly prolonged periods of increased profits and falling only after declines have established themselves.

The desirability of normally adhering to such a principle can hardly better be illustrated than in the history of railway wage controversies. Decision No. 2 of the Railroad Labor Board may be assumed to have placed railway wages somewhere in the neighborhood of where considerations of equity and justice in 1920 should have placed them. With the depression of 1920-21, the Railroad Labor Board in decision No. 147 and subsequent decisions removed a considerable share of the increases it had awarded labor in 1920. Despite a return of prosperity beyond the levels of 1920, years elapsed before wage levels reached those established in 1920 by decision No. 2.⁴³

This principle, however, has its limitations as applied to the present proceeding. How long, it will naturally be asked, must inability to pay continue before a justification to demand wage reductions can be said to arise. That question we shall advert to later. At present we must concern ourselves with the further plea that, irrespective of the fact that the present crisis may not imply permanently lowered levels of traffic volume, it is a crisis, which falls upon the carriers particularly severely because of the fact that they have been weakened by the prolonged depression of recent years. Their needs are

⁴³In this connection it must, of course, be noted that despite the return of prosperity the cost of living failed to reach 1920 levels. The difference, however, was not very substantial and can be said to have been counter-balanced during those years by the rise in the normal wants of the wage earner.

hence specially acute, and, whatever may be the normal application of the principle that the shock of short crises should be absorbed by capital and not by labor, the present situation is for that reason abnormal. In short, there is for this crisis no fat upon which to feed.

To this proposition two answers are suggested: The first is that the lean years since 1930 reflect not only years of reduced business activity but declines in operating revenue of a somewhat permanent nature. To that situation the carriers will need to adjust themselves by means more heroic than wage reductions. The fact that fixed charges from 1932 through 1937 industry-wide were earned only 1.03 times, and in 1936 and 1937 were earned only 1.25 times and 1.15 times, respectively, gives some indication of the need that exists for adjustment on the part of capital.⁴⁴

Some adjustments are now taking place through the processes of reorganization. The unusual percentage of carriers now in receivership or trusteeship thus need not necessarily disturb one. It may, indeed, be desirable from a broad standpoint that that percentage should increase, provided only that the processes of reorganization will result in real and not make-shift readjustments. No sacrifices of note need be asked for to preserve values that already have been long dead and whose burial is now merely a matter of the proper amenities of finance.⁴⁵

The second answer, in our judgment, goes to the root of the present proposal. The particular implement chosen by the carriers seems ill adapted to meet their needs. Figures have been given before⁴⁶ illustrating the distributable shares of groups of carriers in the estimated \$250,000,000 savings that the proposed wage reduction would bring about. Eight roads, it will be remembered, which can fairly be regarded as roads hardly entitled to consider themselves in acute distress, would take some 36.9 percent of these savings, while more than half of the \$250,000,000 would go to roads whose claim to present acute distress is not too easy to sustain. Weight might attend the claim of the carriers that railway labor make some sacrifice for the benefit of the industry as a whole, but little logic attends their insistence that because road A is in distress, labor employed by road B, which can make no such claim, should give up a portion of its wages, not to help road A, but to help road B. The inequity of reducing wages on a national scale, when the railroads are operated on a number of lesser scales, is obvious. That inequity persists whether a proposal for wage reduction on a horizontal scale be upon the basis of 15 percent or on a greater or lesser percentage.

It must, of course, be recognized that because of the standardization of the wages of railway labor, differentiations in rates between strong roads and weak roads is not a feasible solution. That method of approach has, as has been noted before, been foreclosed by the decisions of a number of emergency boards. But the ingenuity of railway management ought to be such as to be capable of devising ways and means, with or without the assistance of government, to distribute savings to be accrued from reductions in the wages of railway labor in conformance with the necessitous needs of the carriers when the very basis of the plea for wage reduction finds itself upon necessity.

But inability to pay, without further sacrifices to ownership, even from a short-term standpoint, may well be argued as justification for a wage reduction if the level of wages of railway labor is too high when measured in comparison with wage levels in other industries. We turn, therefore, to the issue of fact so posited.

The considerations that in our judgment are most relevant to the determination of this issue concern three factors: (a) The trends in wages and earnings of railway labor and of labor in other industries, (b) current rates of pay of railway employees and of other comparable workers, and (c) the current wage situation.

(a) Trends in average hourly earnings of railway workers and of workers in other industries show that whether such earnings as of 1938 are compared with earnings in 1936, or in 1933, or in 1929, or in the second half of 1920, when the wages of railway labor had been adjusted by the Railroad Labor Board, no evidence is found that railway employees have benefited more than have employees in other industries taken as a whole. Indeed, their gains in hourly earnings have not been quite as large. The details upon which this conclusion is based have been presented above and need not be repeated here.

(b) A limited amount of data in the form of standard or actual rates of pay of men employed in certain occupations in the railway service and of men employed in other industries are in evidence. Because of the limited amount of such data and because of the fact that a carpenter or a plumber or another craftsman may be a somewhat different craftsman

⁴⁴These ratios seem much more significant than other ratios adduced in this connection by the carriers and the employees for they illustrate the slim margin that separates the industry from solvency. The carriers have belabored the fact that the ratio of bonded indebtedness to total capitalization has decreased during the past years and that but a meagre return of two percent upon the investment is required to meet all fixed charges. The employees have returned again and again to claim that over-capitalization exists when measured in terms of capitalization as against valuation.

⁴⁵Much is normally made in this connection of the fact that, on the basis of 1936 figures, \$6,617,000,000, or nearly 56 percent of the railway funded debt was held by insurance companies, banks, endowed educational institutions and foundations. That fact, however, cannot afford a justification for an effort to preserve nonexistent values.

⁴⁶Cf. *Supra*, pp. 28-29, and footnotes 28, 29, 30, and 31.

in training, skill, and responsibility in one industry than in another, these comparisons have not been of any great assistance to the Board in its consideration of the comparative levels of pay at the present time. More helpful have been the average hourly earnings of groups of railway workers and the average hourly earnings of workers in more or less comparable industries as reported by the United States Bureau of Labor Statistics or the National Industrial Conference Board and introduced in evidence. Of course it is exceedingly difficult to find an industry wholly comparable with any division of railway employment but the Board has made such comparisons as appear to have value. One of these is of the average hourly earnings of railway shopmen with the average hourly earnings of workers in selected industries. It is hardly necessary to say that these industries have not been selected because of the hourly earnings shown but because they are regarded as more nearly comparable with railway shops than other industries for which data are available. The comparison may take tabular form.

Average hourly earnings of railway shopmen and of employees in other industries (as reported by the U. S. Bureau of Labor Statistics, for the first 6 months of 1938)

Industry or branch:	Average hourly earnings (cents)
Agricultural implements	74.7
Automobile manufacturing	92.0
Blast furnaces, steel works, and rolling mills.....	83.0
Electrical machinery	74.8
Electric-railway shops	69.6
Engines, turbines, tractors, and water wheels.....	82.5
Forgings, iron and steel.....	74.0
Foundry and machine shop.....	71.3
Locomotives	77.4
Machine tools	73.0
Shipbuilding	83.7
Steam and hot-water heating.....	70.8
Railroad shops	¹ 72.5

¹It will be noted that in a later table the average compensation for hours of service of the shop craft group for the first 6 months in 1938 is reported by the Interstate Commerce Commission as 77.1 cents. This figure is not comparable to the 72.5 figure above. The Bureau of Labor Statistics does not include certain groups included by the Commission. These are 1,553 linemen and groundmen, average compensation 85.9 cents; 5,039 gang foremen and gang leaders, average compensation 99.6 cents; and 8,123 coach cleaners, average compensation 46.2 cents. On the other hand, the Bureau includes, but the Commission does not include, those among 18,505 classified laborers, average compensation 45.8 cents, or those among 13,161 general laborers, average compensation 41.6 cents, that were working in shops rather than in engine houses or power plants. The Bureau's figure for railroad shop labor is presumed to be comparable to the figures for the several industries contained in the above table.

Of course not all comparisons lead to precisely the same conclusion. And for many groups, such as most of those engaged in the operating service, no worthwhile comparisons can be made. But from the above comparison and such others as the Board has been able to make from the data submitted, and holding in mind that the railroad industry is largely unionized, it does not appear that the hourly rates of pay or earnings are relatively high, unless these workers have a distinct advantage in regularity of employment through the year and from one year to another.

Postponing for the moment a discussion of the subject of regularity of employment, to which reference has just been made, some detail may be introduced to show the actual average hourly and weekly earnings of the larger and also of certain other significant groups of railway employees for the first 6 months of 1938. The data for class I railroads, taken from reports of the Interstate Commerce Commission, are shown in the following table. They are important to hold in mind. For one thing they are helpful in dispelling incorrect views based upon the wages and earnings of any one group.

They also throw light upon the regularity of employment that attaches to different groups.

Average compensation per hour and per week of SPECIFIED groups of employees of class I railroads, first 6 months of 1938

Class of employee	Number as of middle of June 1938	Average compensation per hour of service, 6 months, January to June 1938	Average compensation per week, 6 months, January to June 1938
		<i>Cents</i>	
Passenger conductors	6,965	156.0	\$62.74
Freight conductors (through freight)	7,481	129.2	50.91
Freight conductors (local and way)	5,923	110.7	62.68
Passenger brakemen and flagmen	9,078	117.3	42.85
Freight brakemen and flagmen (through freight)	20,831	104.1	33.40
Freight brakemen (local and way)	14,377	89.1	45.01
Passenger engineers and motormen	8,705	190.4	68.64
Freight engineers and motormen (through freight)	11,211	151.2	56.17
Freight engineers and motormen (local and way)	6,222	128.8	70.71
Passenger firemen and helpers	7,882	157.7	51.15
Freight firemen and helpers (through freight)	13,385	117.3	35.87
Freight firemen and helpers (local and way)	6,801	98.8	48.90
Hostlers and helpers	5,641	78.4	41.63
<i>Total train and engine service employees, switch tenders, and hostlers¹</i>	201,890	110.4	45.54
<i>Total clerical and office employees¹</i>	125,810	77.5	35.44
Janitors and cleaners	4,809	42.0	18.84
Truckers (stations, warehouses, etc.)	16,123	50.9	22.71
Common laborers (stations, warehouses, etc.)	3,286	45.8	20.76
Bridge and building carpenters	9,516	68.3	29.23
Extra gangmen	24,078	39.5	18.02
Section men	97,266	40.6	17.55
Crossing and bridge flagmen and gatemen	15,351	37.3	19.64
<i>Total maintenance-of-way group¹</i>	193,241	48.6	22.04
Boilermakers	8,336	89.9	36.27
Car men (A and B)	10,647	86.7	35.29
Car men (C and D)	33,420	81.2	35.61
Electrical workers (A)	5,945	88.3	39.52
Electrical workers (B)	1,847	83.9	35.86
Machinists	31,533	88.8	36.39
Sheet-metal workers	6,304	88.2	35.86
Skilled trades helpers (M. of E. and stores)	46,834	63.6	26.59
Coach cleaners	8,123	46.2	22.92
<i>Total shop-crafts group¹</i>	169,581	77.1	32.72
Classified laborers (shops, engine houses, and power plants) ..	18,505	45.8	22.80
General laborers (shops, engine houses, and power plants) ...	13,161	41.6	19.74
Station agents (smaller, nontelegraphers)	5,928	75.3	36.38
Station agents (telegraphers and telephoners)	14,476	73.1	36.55

¹Figures for italicized lines represent totals for all reporting employees in the divisions designated.

This tabulation discloses a wide variety in average hourly earnings as between the various groups. Some are high, but some are low; indeed, far lower than the hiring rate in other industries. No general assumption can thus be indulged in, apart from considerations relating to regularity of employment, that wages of large groups of railway labor are on a level that is higher than wages for such comparable classes of labor that we have been able to find.

The effect of regularity of employment upon this situation must, however, also be weighed. Inasmuch as transportation service must be provided, at least those employed in the operation of trains, ticket agents, and certain others are more regularly employed than are workers in most industries. Moreover, there is the general impression that this is true of the railway service generally. Average weekly earnings figures are presumed to show that this is true. In the opinion of the Board, however, differences in weekly earnings and their variations do not provide satisfactory evidence on the subject. As already indicated, average weekly earnings are affected by the use of the mid-month count in railway statistics and by the use of the pay-roll count in most other industries. This is particularly true where work-sharing within the pay-roll period obtains. There are, therefore, no data in our possession from which a valid conclusion can be drawn concerning the relative regularity of employment in the railway service and in the other industries used in our

comparisons. Hence we may limit ourselves to some observations concerning regularity of employment in the railroad industry.

One of these observations is that with rapidly declining employment in this industry, with seniority rules widely observed, and with a disinclination on the part of workers in certain occupations to leave the service, a large number of men are frequently on lay-off. Examination of the figures reported by the Railroad Retirement Board discloses a great number of men receiving pay from the railroads in excess of the number appearing upon the mid-month count of the Interstate Commerce Commission. Even when allowance is made for attrition, casuals, and others who are definitely separated from the industry or who are employed under such circumstances that they cannot be said to have become really attached to the industry, evidence of a large volume of irregular and part time employment remains.

The available statistics relating to employees of class I railroads taken as a whole do not disclose the unemployment actually experienced in the industry. Peaks and valleys do not always occur at the same time of year on roads in different parts of the country and with somewhat different types of traffic. The middle of the month count tends to even up the totals for the railways when taken as a whole. The same may be true for a given road, for the expansion of maintenance of roadbed and track comes during certain summer and early autumn months when certain other divisions of work may not be at a peak but may be even more or less contracted.

Our concluding observation on this particular phase of the subject is that more than in most industries such unemployment as is experienced in the railroad industry appears to be rather unevenly spread among workers within a classification and among workers in different classifications of the service. The first of these is, of course, connected with the matter of seniority which is an accepted and unquestioned practice. The other is due to the nature of the work and to the opportunities or lack of opportunity for the carriers to make economies, circumstanced as they are financially. It so happens that the sacrifice of work opportunities, generally speaking, is greater for the men in the lower than for those in the higher pay brackets.

(c) Data submitted in evidence from reports of the United States Bureau of Labor Statistics show that a rather distinct upsurge in wages occurred in 1936 and 1937. This was no doubt directly connected with organization or attempted organization of labor witnessed in many industries, but considerable increases in wages were obtained in most of the already unionized industries also. Here and there within the last year some reductions have been accepted or imposed, but very generally wages have been maintained. For a year, or a little more, wage levels have constituted something like a plateau. No evidence of a real movement in wage rates, up or down, has reappeared.

Examination of the data above detailed leads us consequently to the conclusion that the level of wages of railway labor is not high when compared with wage levels in other industries. Nor do wage trends show that railway wages have advanced proportionately greater than wages in other industries. Instead they seem to show a slight lag, though, on the other hand, they show greater resistance to decline than wages in other industries. Furthermore, no justification arises for a wage reduction from the current wage situation in other industries. There, no general movement to reduce wages has made its appearance. These considerations lead us to the conclusion that the carriers' proposal can derive no sustenance from the contention that railway wages as a whole are too high.

We have thus far dealt with the problem from the standpoint that the carriers' inability to pay is characterized by a short-term aspect. To date it is so. The employees emphasize the fact that an upturn in the volume of business has already taken place. While carloadings are still below 1937 levels, there is hope that within a reasonable period further substantial increases in carloadings will take place. Furthermore, because of the rate increases granted last March by the Interstate Commerce Commission, a volume of tonnage some 8.8 percent less will bring operating revenues into parity with 1937. These factors, together with recognized differences in the depth of business decline, distinguish the situation in 1938 from that which prevailed in 1932. Naturally, we cannot rest our conclusion merely upon a prevalent but possibly unwarranted optimism. It may, indeed, eventuate that operating revenues will fail to return within a reasonable period of 1937 levels or thereabouts. Furthermore, it may well be that the hoped for relief from the development of a national transportation policy and other similar measures will not be forthcoming. Then the inability of the roads to pay would turn from a short time to a long time aspect, and avenues of relief through wage reductions would have to be explored. The 30-day clause of the existing agreements would provide this opportunity.

But if the occasion should arise for the carriers at such time to pursue that course, it would be well for them to consider certain observations that the Board believes it wise to express. The first of these is that wage reduction upon a horizontal national scale, as that proposed in this case, possesses distinct drawbacks. We have already commented upon the failure of such a proposal to distribute the benefit of such savings as might be effected to the needier roads. Moreover, if the needs of the roads as they exist relate specifically to such factors as maintenance expenditures, the purchase of equipment, the payment of accrued interest in order to reestablish credit, no savings achieved by such a proposal are in any sense earmarked for these ends. That savings would in all likelihood be devoted in large measure to such purposes may be admitted, but wise statesmanship on the part of railroad management should look to making such applications certain. Some better administrative mechanism could seemingly be devised to avoid these drawbacks that attend a proposal merely to reduce wages upon a national scale.

A further defect attends such a proposal. Its incidence would fall alike upon all classes of labor from operating service to maintenance of way employees and extra gang men. Better paid and less well paid would fare alike. A different principle of wage reduction has normally been deemed more equitable, i. e., reductions that have regard to the ability of the varyingly paid groups of railway labor to take the shock of decreased pay. The Lane commission in 1918, in recommending wage increases, followed such a principle. The Railroad Labor Board in 1921 in Decision No. 147 applied it in its wage reductions. That difficulties inherc in its application are apparent, but the difficulties do not appear to have been insurmountable.

In this connection the Board thinks it right to observe that the suggestion that has been entertained by some of suspending for a period of time, more or less dependent upon the volume of traffic, the wage increases granted in 1937 would introduce a somewhat inequitable element, assuming for the purpose of illustration that a reduction of about that percentage should be made. This flows from the fact that differentials in wage rates among the various groups of railway employees exist. That the differentials prior to 1937 operated too favorably in behalf of the more highly paid employees seems tacitly to have been admitted at that time, for the increases benefited percentagewise the lower-paid groups of employees more than those in the higher brackets. Consequently, to suspend these increases would be to operate according to the analogy of regressive rather than progressive taxation—making the burdens fall with undue weight upon those least able to meet them. True, a temporary suspension of these increases would not permanently affect either the wage structure or the differentials that now characterize it. But temporary suspension would, nevertheless, bring into operation the regressive feature remarked upon above.

Consideration of savings in labor costs could also focus upon certain problems that should engage the attention of management and men more openly than has hitherto been the case. These flow from regulations prevalent in the operating service that call for pay not commensurate with the amount of additional benefit rendered. Some of these regulations have been relaxed or dropped, but a frank, candid inquiry as to their equitable nature could well be made the obligation of both management and men.

Finally, the Board would observe that hardly more important problems face management today than the handling of their relationship with labor. Their solution along fundamentally sound and equitable lines demands the best effort and the best talent that management and men can give. The testimony in this case with regard to the pursuit of penetrating and thoughtful inquiry by the highest executive officials in the railroads prior to concluding to press the present proposal for wage reductions, has not been impressive. The burden of sustaining a proposal to increase or decrease wages naturally rests upon those who initiate it. Indeed, were we to analogize the function of this Board in reviewing the administrative determination of management to reduce wages by the present proposal to review by a court over the judgment of an administrative tribunal, we would be compelled to conclude that those procedures, which should be pursued in order to assure that the basis for the fashioning of policy has been thoroughly explored, appear to be wanting in this instance. If this analogy were valid, we would for those reasons be justified in reversing the conclusion of the carriers and remand the case for redetermination in the light of more thorough exploration. But we do not press this analogy. We advert to it only to illustrate that important and persuasive determinations, such as must underlie decisions to reduce or increase wages, should call into play the wisest and most responsible officials from management and men.

We conclude that no horizontal reduction upon a national scale of the wages of railway labor should be pressed by the carriers at this time.

On October 25, when it became apparent the Board would need some additional time to formulate its findings, the parties entered into a written stipulation agreeing that if this report were made prior to midnight Saturday, October 29, 1938, no objection or challenge would be interposed on the ground of delay or because not made within 30 days from the date of the creation of the Board.

Respectfully submitted.

WALTER P. STACY, *Chairman.*
JAMES M. LANDIS, *Member.*
HARRY A. MILLIS, *Member.*

Washington, D. C., October 29, 1938.

APPENDIX (a)

[Exhibit D]

WESTERN TERRITORY

LIST OF RAILROADS, ETC., AS REPRESENTED BY THE CARRIERS' JOINT CONFERENCE COMMITTEE, AND THEIR EMPLOYEES REPRESENTED BY THE BROTHERHOOD OF RAILROAD TRAINMEN.

[Authority is co-extensive with the scope of Agreements as to classes of employees]

Alameda Belt Line.
 Alton & Southern R. R.
 Alton R. R.
 Atchison, Topeka & Santa Fe Ry.
 Gulf, Colorado & Santa Fe Ry.
 Panhandle & Santa Fe Ry.
 Baltimore & Ohio Chicago Terminal R. R.
 Belt Ry. Co. of Chicago.
 Burlington, Rock Island R. R.
 Butte, Anaconda & Pacific Ry.
 Camas Prairie R. R.
 T Chicago & Eastern Illinois Ry.
 T Chicago & North Western Ry.
 Chicago & Western Indiana R. R.
 Chicago, Burlington & Quincy R. R.¹
 T Chicago Great Western R. R.²
 T Chicago, Milwaukee, St. Paul & Pacific R. R.¹
 T Chicago, Terre Haute & Southeastern Ry.¹
 T Chicago, Rock Island & Pacific Ry.¹
 T Chicago, Rock Island & Gulf Ry.¹
 Chicago, St. Paul, Minneapolis & Omaha Ry.¹¹
 Colorado & Southern Ry.
 Colorado & Wyoming Ry.
 T Denver & Rio Grande Western R. R.^{1 3}
 Denver & Salt Lake Ry.
 Des Moines Union Ry.
 Duluth, Missabe & Iron Range R. R.
 Duluth, Winnipeg & Pacific Ry.
 East St. Louis Junction R. R.
 Elgin, Joliet & Eastern Ry.
 Fort Worth & Denver City Ry.
 Wichita Valley Ry.
 Galveston, Houston & Henderson R. R.
 Great Northern Ry.¹
 Green Bay & Western R. R.
 Kewaunee, Green Bay & Western R. R.
 Ahnapee and Western Ry.
 Gulf Coast Lines.
 T New Orleans, Texas & Mexico Ry.^{1 4}
 T Beaumont, Sour Lake & Western Ry.⁴
 T Orange & Northwestern R. R.
 T St. Louis, Brownsville & Mexico Ry.^{5 8}
 T Houston & Brazos Valley Ry.
 T San Antonio, Uvalde & Gulf R. R.
 T Sugar Land Ry.
 T Asherton & Gulf Ry.
 T San Antonio Southern Ry.
 T Asphalt Belt Ry.
 T Houston North Shore Ry.
 T International-Great Northern R. R.^{1 3}
 Houston Belt & Terminal Ry.
 Illinois Central R. R.¹
 Yazoo & Mississippi Valley R. R. (Including A. & V.-V. S. & P.).
 Gulf and Ship Island R. R.
 Chicago & Illinois Western R. R.
 Kansas City Southern Ry.
 Arkansas Western Ry.
 Kansas City Terminal Ry.
 Litchfield & Madison Ry.
 Los Angeles Junction Ry.
 Midland Valley R. R.
 Kansas, Oklahoma & Gulf Ry.
 Minneapolis, Northfield and Southern Ry.
 T Minneapolis, St. Paul & Sault Ste. Marie Ry.
 T Duluth, South Shore & Atlantic Ry.
 T Mineral Range R. R.

Minnesota & International Ry.

Big Fork & International Falls Ry.

Missouri-Kansas-Texas R. R.³

Missouri-Kansas-Texas R. R. Co. of Texas³

T Missouri Pacific R. R.¹

T Missouri-Illinois R. R.

Northern Pacific Ry.¹

Northern Pacific Terminal Co. of Oregon.

Northwestern Pacific R. R.

Ogden Union Ry. & Depot Co.

Peoria & Pekin Union Ry.

Port Terminal Railroad Association.

Pueblo Union Depot & Railroad Co.

St. Joseph Terminal R. R. Co.

T St. Louis-San Francisco Ry.³

St. Louis, San Francisco & Texas Ry.³

Birmingham Belt R. R.³

T St. Louis Southwestern Ry.

T St. Louis Southwestern Ry. Co. of Texas

San Diego & Arizona Eastern Ry.⁷

South Omaha Terminal Ry.

Southern Pacific Co.-Pacific Lines.^{1 3 9}

Spokane, Coeur d'Alene & Palouse Ry.

Spokane, Portland & Seattle Ry.

Oregon Trunk Ry.

Oregon Electric Ry.

United Railways Co.

Spokane Union Station Co.

Terminal Railroad Association of St. Louis.

Texas & New Orleans R. R. (Sou. Pac. Lines in Texas and Louisiana).

Galveston, Harrisburg & San Antonio Ry.

Texas & New Orleans R. R.^{1 10}

Louisiana Western R. R.

Morgan's Louisiana & Texas R. R. & S. S. Co.

Iberia & Vermillion R. R.

Houston & Texas Central R. R.

Texas Midland R. R.

Galveston, Harrisburg & San Antonio Ry. (Austin Division).

Houston East & West Texas Ry.⁷

Houston & Shreveport R. R.⁷

Texas & Pacific Ry.¹

Texas-New Mexico Ry.

Abilene & Southern Ry.

Cisco & Northeastern Ry.

Weatherford, Mineral Wells & Northwestern Ry.

Texas Short Line Ry.

Texas Pacific-Missouri Pacific Terminal R. R. of New Orleans.

Union Pacific R. R.¹

Union Railway Company (Memphis).³

Union Terminal Co. (Dallas).

Union Terminal Ry. Co. (St. Joseph).

R Wabash Ry.

T Western Pacific R. R.¹

SEPTEMBER 1, 1938.

For the Carriers:

S. H. SCHNEIDER.

For the Organization:

W. G. CANTLEY.

¹Includes Dining Car Stewards.

²Includes Yardmen, South St. Paul Terminal.

³Includes Yardmasters (Except General Yardmasters on D. & R.

G. W. R. R.

⁴White Trainmen and Yardmen only.

⁵Dining Car Stewards only.

⁶White Engine Foremen only.

⁷Yardmen only.

⁸Includes former E. P. & S. W. System.

⁹Includes Train Gatemen (Electric Lines).

¹⁰Includes Bus and Truck Drivers, New Orleans Terminal.

¹¹Does not include Dining Car Stewards.

R—In Receivership; T—In Trusteeship—Subject to Approval of Court.

(a) Exhibits A, B and C of the Appendix to the Report of the Emergency Board are reproduced as Appendix "C" of this report. These exhibits show the railroads represented by the Carriers' Joint Conference Committee and their Employees Represented by the 18 Cooperating Organizations.

[Exhibit E]

EASTERN TERRITORY

LIST OF RAILROADS, ETC., AS REPRESENTED BY THE CARRIERS' JOINT CONFERENCE COMMITTEE, AND THEIR EMPLOYEES REPRESENTED BY THE BROTHERHOOD OF RAILROAD TRAINMEN.

[Authority is co-extensive with the scope of Agreements as to classes of employees]

Akron & Barberton Belt Railroad Company, The.
T Akron, Canton & Youngstown Railroad Company, The.
R Ann Arbor Railroad Company, The.
Baltimore & Ohio Railroad Company, The.¹
Bessemer & Lake Erie Railroad Company.
Boston & Maine Railroad.²
Bush Terminal Company.
Canadian National Railway Lines in New England.
Champlain & St. Lawrence Railroad Company.
St. Clair Tunnel Company.
United States & Canada Railroad Company.
Central Railroad Company of New Jersey, The.
Central Vermont Railway, Inc.
T Chicago, Indianapolis & Louisville Railway Company.
Cincinnati Union Terminal Company.
Chicago Union Station Company.
Delaware, Lackawanna & Western Railroad Company, The.⁷
Detroit & Toledo Shore Line Railroad Company, The.
Detroit, Toledo & Ironton Railroad Company.
Donora Southern Railroad Company.
T Erie Railroad Company.
Chicago and Erie Railroad Company.
New Jersey and New York Railroad, The.
T New York, Susquehanna & Western Railroad Company.
T Wilkes-Barre & Eastern Railroad Company.
Grand Trunk Western Railroad Company.¹
Indianapolis Union Railway Company, The.
Lake Terminal Railroad Company, The.
Lehigh Valley Railroad Company.¹
Lehigh & New England Railroad Company.
Maine Central Railroad Company.²
Portland Terminal Company.²
McKeesport Connecting Railroad Company.
Monongahela Railway Company, The.
New York Central Railroad Company, The, and all leased lines:
New York Central—Buffalo & East.⁷
New York Central—West of Buffalo.⁷
New York Central—Ohio Central Lines.⁷ ²
Boston & Albany Railroad.¹

Cleveland, Cincinnati, Chicago & St. Louis Railway Company.⁷

Louisville & Jeffersonville Bridge & Railroad.
Chicago River & Indiana Railroad Company (Chicago Junction Railway Co.).

Indiana Harbor Belt Railroad Company, The.⁴
Michigan Central Railroad Company, The.⁷
Pittsburgh & Lake Erie Railroad Company, The (incl. L. E. & E.).

Newburgh & South Shore Railway Company, The.
New York, Chicago & St. Louis Railroad Company, The.
T New York, New Haven & Hartford Railroad Company, The.
New York Connecting Railroad Company, The.
T New York, Ontario & Western Railway Company.
Pennsylvania Railroad Company, The.¹
Long Island Railroad Company, The.⁵
Baltimore & Eastern Railroad Company.
Pennsylvania-Reading Seashore Lines.
Pere Marquette Railway Company.
Pittsburg & Shawmut Railroad Company, The.
R Pittsburg, Shawmut & Northern Railroad Company, The.
Pittsburgh & West Virginia Railway Company, The.
Pittsburgh, Chartiers & Youghiogeny Railway.
Reading Company.⁶
River Terminal Railway Company.
Staten Island Rapid Transit Railway Company, The.
Union Freight Railroad (Boston).
Washington Terminal Company, The.
Wheeling & Lake Erie Railroad Company, The (incl. L. & W. Va.).
SEPTEMBER 1, 1938.
For the Carriers:
E. J. McCLEES.
For the Organization:
W. G. CANTLEY.

¹Includes Dining Car Stewards.

²Includes Yardmasters.

³Includes Car Riders Perth Amboy Coal Docks, and Dining Car Stewards.

⁴Includes Train Directors, Levermen, Towermen and related classes represented by the Brotherhood of Railroad Trainmen, for which no agreement has been negotiated as yet.

⁵Includes Guards.

⁶Includes Car Droppers Port Reading Terminal, N. J., and Yardmasters.

⁷Does not include Dining Car Stewards.

R—In Receivership; T—In Trusteeship—Subject to Approval of Court.

[Exhibit F]

SOUTHEASTERN TERRITORY

LIST OF RAILROADS, ETC., AS REPRESENTED BY THE CARRIERS' JOINT CONFERENCE COMMITTEE, AND THEIR EMPLOYEES REPRESENTED BY THE BROTHERHOOD OF RAILROAD TRAINMEN.

[Authority is co-extensive with the scope of Agreements as to classes of employees]

Atlantic Coast Line.¹
Atlanta & West Point-Western Ry. of Alabama.
Atlanta Joint Terminals.
Birmingham Southern.
R Central of Georgia.
Charleston & Western Carolina.
Chesapeake & Ohio.²
Clinchfield.
Columbus & Greenville.
R Florida East Coast.
Georgia.
Gulf, Mobile & Northern.³
Kentucky & Indiana Terminal.
Louisville & Nashville.¹
Nashville, Chattanooga & St. Louis.¹
R Norfolk Southern.
Norfolk & Portsmouth Belt.
Norfolk & Western.
Richmond, Fredericksburg & Potomac.

R Seaboard Air Line.⁶
Southern Railway.¹

Alabama Great Southern.⁴
Cincinnati Burnside & Cumberland River.
Cincinnati, New Orleans & Texas Pacific.
Georgia Southern & Florida.
Harriman & Northeastern.
New Orleans & Northeastern.
New Orleans Terminal.
Northern Alabama.
St. Johns River Terminal.
Woodstock & Blocton.

Tennessee Central.
Virginian.

SEPTEMBER 1, 1938.

For the carriers:

T. F. PURCELL.

For the Organization:

W. G. CANTLEY.

¹Includes Dining Car Stewards.

²Includes Hocking Division.

³Includes N. O. & G. N.

⁴Includes East St. Louis Terminal.

⁵Includes Belt Railway of Chattanooga.

⁶Does not include Dining Car Stewards.

R—In Receivership;—Subject to Approval of Court.

